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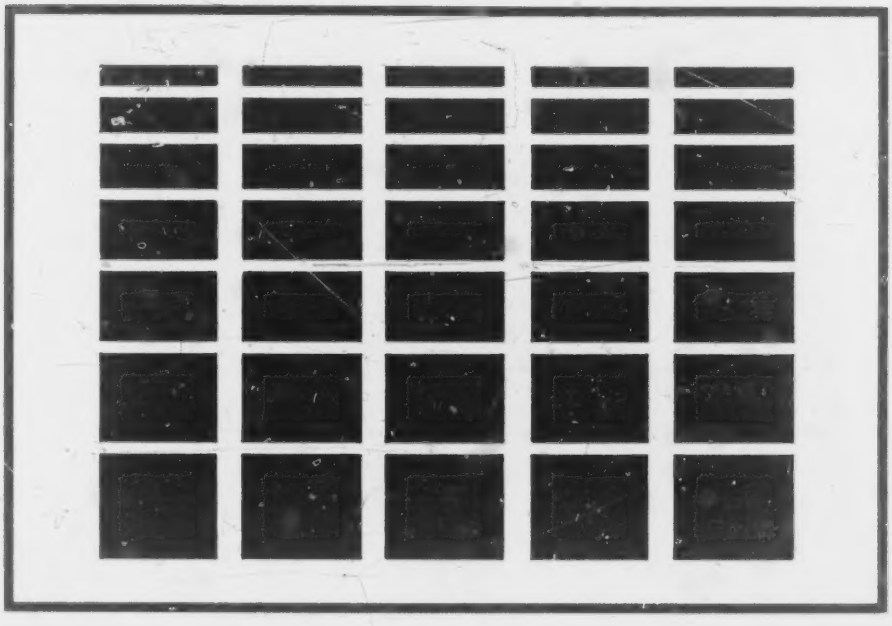
AMS 1984 Systems and Processing Salaries Report



Salary and policy information for systems and processing personnel in the United States and Canada

108 cities 2,585 companies 60,218 employees

Second Annual
Systems and Processing Salaries Report

Recruiting and Compensation Practices and Policies for Systems and Processing Employees in the United States and Canada

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Willow Grove, PA 19090
Printed in U.S.A.

Price – Members $60 Non-Members $90
(Price Subject To Change)

AMS Management Information Committee

Objectives:
To provide up-to-date information on various aspects of management through survey activities and to disseminate this data through appropriate society committees and members; and to make this information available to other professional organizations, managers and educators.

The AMS salary survey data shall reveal trends and the going rate for comparable jobs in the business community. This does not include starting hire rates or salary ranges.

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Introduction

The AMS Management Information Committee is pleased to present the results of the second annual salary survey of systems and processing personnel.

The survey is made possible through the vast network of AMS chapters throughout the United States and Canada. Input has been provided by AMS member and non-member companies in the areas of local chapters. All major cities are represented.

This report covers 20 key positions, grouped in job families, ranging from data entry personnel to managers of computer operations and applications programming.

Annual base compensation in effect on September 16, 1983 is reported. Statistics include salary data for 60,218 systems and processing employees in 2,585 companies in 108 cities in North America.

Types of businesses represented in the survey are Manufacturing/Processing; Banking/Insurance/Financial; Retail/Wholesale Sales and Distribution; Utilities; Data Processing Service Bureaus; All Others (Government, Educational, Medical, Employment, etc.).

In addition to salary data, the report provides up-to-date information on personnel practices such as hours of work, unionization, overtime pay practices, recruiting and training and other data useful in determining fair and equitable compensation for systems and processing personnel.

The 1984 Systems and Processing Salaries Report is sent without charge to all participating member and non-member companies.

We welcome your comments regarding the format of this survey, the positions included and other suggestions that will make this report a more useful management tool.

Map of AMS Chapters in United States and Canada

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Winnipeg, MB 27
Winston-Salem, NC 40
Worcester, MA 31
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1 Union Springs, Naples, Manchester, Newark, Geneva, Auburn, Canandaigua
2 Kitchener
3 Newark, East Orange, Summit, Clifton, Elizabeth, Morristown, NJ
4 Fort Washington, King of Prussia, Norristown, Valley Forge, PA
5 Des Plaines, Schaumburg, Deerfield, Oak Brook, Elmhurst
6 Davenport, IA, Moline, E. Moline, Rock Island, IL
7 Raleigh, Research Triangle Park, NC
8 Stamford, Old Greenwich, Wilton, Danbury, Darien, CT
9 Auston, Albert Lea, Rochester, St. Charles, MN
10 Binghamton, Endicott, Vestal, NY

Guide To Use of Survey Data

FOR YOUR INFORMATION

This survey was developed to provide AMS members and non-members with reliable salary and benefit information for systems and processing personnel. It presents annual base compensation for 20 carefully selected EDP positions that are found in most companies throughout the United States and Canada.

GEOGRAPHIC REGIONS

Salary data is included for most major cities and for seven geographic regions – Total United States; Eastern United States; East Central United States; West Central United States; Southern United States; Western United States; and Canada. As an additional service to users of the report, a breakdown of salaries by type of business for the United States and the five regions in the United States is included.

COROLLARY INFORMATION

The corollary data specifically identifies up-to-date personnel policies and practices. Information is given on hours of work, company size, EDP expenditures, recruiting policies, payment for overtime and methods of salary increases.

SALARY DATA

In addition to the average annual base compensation for each of the positions in the survey, the report gives the first quartile, the median and the third quartile, and the number of companies reporting and the number of employees reported.

EXPLANATION OF STATISTICS

The salary rates are explained as follows:

Average (Arithmetic Mean) – in computing the average (arithmetic mean) for each position, the total number of employees reported for each salary is multiplied by the salary. The results of each of these calculations are totaled and divided by the number of employees whose salaries are reported for the position.

Quartiles – A quartile is not an average – it is a measure of a position in a distribution. It is an actual salary at the particular quartile position. In certain distributions, there may not be a person's salary at the quartile dividing point, in which case interpolation and rounding are used to provide a whole dollar figure.

As contrasted to averages, quartiles are not affected by the high frequency of salaries at the extremes, either at the high or low end of a distribution. Because of this characteristic, quartiles present highly acceptable figures in salary surveys where position categories are subject to personal interpretation.

First Quartile – This is the actual annual salary paid the employee whose salary is more than one-quarter and less than three-quarters of all the employees reported for the position.

Median – Second Quartile – This is the actual annual salary of the middle employee in the distribution. Half of the employees reported earn more; the other half earn less. In a perfectly balanced distribution, the median salary will be the same figure as the average (arithmetic mean).

Generally speaking, when a substantial number of salaries are reported for a position and they have been placed in the correct classification (close conformance to position description), these two figures, the median and average, will be close.

Third Quartile – This is the actual annual salary paid the employee whose salary is more than three-quarters of all the employees reported for the position.

The salaries at the First and Third Quartile show the limits of the middle 50% of employees reported. Some refer to the spread between these salaries as an "effective salary range" for the position because the salaries at the extremes are disregarded.

APPLYING THE INFORMATION

Salary surveys must be used with great caution. You are urged to review the content of each position description before making salary comparisons with the positions in your company. Do not be misled by position titles.

The position descriptions used in the questionnaire are basic. They were developed to enable respondents to include employees with similar duties. You should not expect the salaries in your company to be the same as the survey figures. Other factors should be considered when making comparisons of figures. These include personnel policies used to provide EDP personnel with equitable compensation.

Position Titles & Descriptions

COMPUTER OPERATIONS

A MANAGER - COMPUTER OPERATIONS – Responsible for ensuring the security and efficient and continuous functioning of the Computer Operations Center mainframe and peripheral equipment. Interface with users to coordinate activities and resolve problems. Review and evaluate the performance of equipment and staff. Recommend improvements as necessary. Maintain a state-of-the-art knowledge of hardware and peripheral equipment. Interface with vendors with regard to computer operating equipment. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

B SUPERVISOR - COMPUTER OPERATIONS – This is the first level of supervision. Responsible for directing computer operations and related functions in the efficient and economical production and testing of all computer jobs. Evaluate performance and service given to users. Maintain, review and adjust operating schedules as necessary. Investigate and resolve operating problems. Serve as a liaison with vendors. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

C LEAD COMPUTER OPERATOR – Responsible for assisting the Supervisor-Computer Operations in providing work leadership and technical guidance to computer operators to ensure a smooth and continuous flow of work and high quality of performance. This includes assisting in planning and balancing schedules; determining and resolving equipment input; operate and program problems within prescribed limits of authority; providing training to operators and operating equipment as necessary.

D COMPUTER OPERATOR - LEVEL A – Operate computer utilizing established programs or programs under development. Load computer and operate console. Troubleshoot program errors or equipment failures. May instruct or give limited directions to less experienced operators.

E COMPUTER OPERATOR - LEVEL B – Operate computer utilizing established programs or programs under development. Load computer and operate console in accordance with programmed instructions. Observe functioning of equipment. Detect and report nature of errors or equipment failure and make simple console adjustments. Maintain necessary operating records.

COMPUTER OPERATIONS SUPPORT STAFF

F TAPE LIBRARIAN – Responsible for maintaining a library of computer generated information (e.g., tapes, disks, etc.). File information according to established procedure. Maintain logs of tapes in use and ensure their return. Prepare tapes for selected computer operations. Maintain an inventory of all library information. Inspect files for damage and report as necessary.

G DATA QUALITY CONTROL CLERK – Responsible for receiving and reviewing all data processing input and output for completeness and accuracy to ensure user requirements are met. Interface with users as necessary and/or resolve and correct problems within the parameters of the position. Distribute reports according to instructions.

DATA ENTRY

H SUPERVISOR - DATA ENTRY – This is the first level of supervision. Responsible for supervising and organizing the work of employees operating data entry equipment. Review and evaluate section performance. Interface with users as needed. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

I LEAD DATA ENTRY OPERATOR – Responsible for assisting the Supervisor-Data Entry by providing work, leadership and technical guidance to data entry operators to ensure a smooth and continuous flow of work and high quality of performance. Operate data entry equipment.

J DATA ENTRY OPERATOR - LEVEL A – Responsible for operating data entry equipment to record and/or verify, using the more complex formats, data from source documents. Correct errors. Follow a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

K DATA ENTRY OPERATOR - LEVEL B – Responsible for operating data entry equipment to record and/or verify data from source documents. Correct errors. Follow a generally standardized pattern of operations.

APPLICATIONS PROGRAMMING

L MANAGER - APPLICATIONS PROGRAMMING – Responsible for planning, organizing, directing and coordinating applications programming personnel involved in systems analyses, design, programming, modification and implementation of projects. Plan and monitor project assignments and schedules. Meet with users to identify project requirements, establish deadlines, communicate progress and resolve problems (e.g., programming, equipment). Analyze and ensure results meet user requirements. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

M PROJECT LEADER (LEAD PROGRAMMER/ANALYST) – Under general direction plan, control and monitor the analysis, design and/or modification of applications programs. Coordinate the testing and ensure the timely implementation of projects as assigned to the team. Ensure all necessary documentation is completed and department standards are adhered to. Interface with users and ensure their requirements are met. Provide training and assistance to programmer/analysts. Prepare project status reports and keep management informed of all pertinent developments within area of responsibility.

N SYSTEMS ANALYST (SENIOR PROGRAMMER/ANALYST) – Under general supervision participate in the analysis, program design, and other tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects assigned are of a more complex nature requiring extensive exposure, experience, and technical expertise. Interface with users to determine the need for, use of and informational requirements of the new system or system modification. Define the applications problem, determine system specifications and make recommendations. Prepare logic flow charts and documentation. Devise data verification methods and standard systems procedures. Train experienced programmer/analysts.

O PROGRAMMER/ANALYST – Under general supervision participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects are of an intermediate complexity level. Interface with users to determine the need for, use of and information requirement of the new system or system modification. Define the applications problems and determine system specifications and make recommendations. Prepare logic flow charts, codes and documentation. Devise data verification methods and standard system procedures.

P PROGRAMMER – Under general supervision, participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain information systems. Prepare all elements of program documentation, test data and organization of program testing schedules. Debug programs, design conversion procedures and operating procedures for operators of users of the program.

SOFTWARE SYSTEMS PROGRAMMING

Q MANAGER - SOFTWARE SYSTEMS PROGRAMMING – Responsible for planning, organizing, directing and coordinating personnel involved in the analysis, design, programming, modification and implementation of software systems. Plan and monitor project assignments and schedules. Analyze existing software systems, new software packages and make recommendations to senior management to improve operating efficiency and utilization. Establish standards and ensure their compliance. Interface with other members of the staff and provide technical guidance as necessary. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

R SENIOR SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in all activities involved in the design, coding, implementation, or modification of software systems. Projects assigned are of a more complex nature requiring extensive exposure, experience and technical expertise. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications. May recommend equipment changes. May provide guidance and/or training to less experienced systems programmers.

S SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in activities involved in the design, coding, implementation, or modification of software systems. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications.

DATABASE MANAGEMENT

T DATABASE ADMINISTRATOR – Under general direction this position is fully responsible for the definition, organization, efficient and economic use and protection of the company's databases. Develop, document and enforce standards for database use, control, modification and maintenance. Develop and maintain descriptions of data, resources, and users including a database dictionary. Interface with staff and users concerning database structures, systems integration, procedures, et cetera. Prepare required reports and keep management informed as to pertinent developments within area of responsibility.

Personnel Policies

In addition to the salary data reported, survey information is also given on current personnel practices for systems and processing employees.

WORK WEEK – UNITED STATES

In the United States, 54.5% of the *exempt* employees work 40 hours a week; 30.8% work less than 40 hours; 9.0% work more than 40 hours and 5.7% did not answer this question.

Sixty-one percent of the *non-exempt* employees in the United States work 40 hours; 36.3% work less than 40 hours; only 1.1% work over 40 hours; 1.6% did not reply.

The majority of the employees in the survey (68.7%) work on a fixed time schedule; 21.3% work a variable schedule with fixed hours; 7.3% work variable hours; 2.7% work other hours.

WORK WEEK – CANADA

In Canada, 74.9% of the *exempt* employees work less than 40 hours; 12.6% work 40 hours; 1.6% work over 40 hours; 10.9% did not answer this question.

The majority of *non-exempt* systems and processing employees in Canada (86.4%) work 37½ hours or less and 13.6% work 40 hours.

Most of the Canadian companies in the survey (73.8%) reported that their systems and processing employees work on a fixed time schedule; 15.2% work variable hours on a fixed schedule; 8.4% work variable hours; 2.6% did not reply.

UNIONIZATION – UNITED STATES

In the United States, 94.7% of the respondents reported that their *exempt* systems and processing employees are not unionized; only 1.3% are unionized; 4.0% did not answer this question.

Of the *non-exempt* employees, 91.7% of the respondents reported these employees are not unionized; 6.1% indicated their employees are unionized and 2.2% did not reply.

UNIONIZATION – CANADA

In Canada, 87.9% of the respondents said they do not have a union for *exempt* employees; 3.2% reported that these employees are unionized; and 8.9% did not reply.

The Canadian respondents reported that 84.8% of their *non-exempt* employees are not unionized and 13.6% are unionized; 1.6% did not reply.

OVERTIME PRACTICES FOR EXEMPT PERSONNEL – UNITED STATES

Most respondents in the United States reported on overtime practices for exempt systems and processing employees. Forty-two percent said they give these employees compensatory time off for the overtime they work; 16.6% give exempt employees meal allowances when they work overtime; 15.3% pay premiums for shift work; 6.9% give transportation allowances; 6.4% pay Saturday and Sunday premiums; 5.9% pay Sunday premiums; 5.7% pay Saturday premiums.

Seventeen percent of the U.S. firms indicated they have other overtime policies. Some respondents did not answer this question but many reported on more than one of these overtime policies.

OVERTIME PRACTICES FOR EXEMPT PERSONNEL – CANADA

In Canada, 54% of the companies reported that they give exempt employees compensatory time off for overtime they work; 21.9% of the firms give meal allowances for the exempt employees who work overtime; 7.3% pay premiums for Saturday; 7.3% pay premiums for Sunday; 7.3% pay premiums for Saturday and Sunday; 5.7% of the companies give transportation allowances.

Twenty-one percent of Canadian firms have other overtime policies and many firms reported on several overtime policies.

Compensation and Recruiting Practices

SALARY INCREASES – UNITED STATES

In the United States, 81.1% of the respondents give salary increases to *exempt* systems and processing employees on a merit basis; 23.9% give general increases; 5.6% give increases for longevity; 5.1% give cost-of-living increases; 3.9% give increases for equity; some firms use a combination of these policies for giving increases.

Eighty percent of the U.S. firms reported that they give salary increases to *non-exempt* systems and processing employees on a merit basis; 21% give general increases; 8.2% give increases for longevity; 6.7% give cost-of-living increases; some give increases on a combination of these methods.

SALARY INCREASES – CANADA

In Canada, 61.2% of the firms reporting give salary increases to *exempt* systems and processing employees on a merit basis; 56.0% give general increases; 7.3% give cost-of-living increases; 1.7% give increases for equity; 6.2% have a different policy on increases and some firms reported a combination of these methods.

Of the respondents in Canada, 61.2% give *non-exempt* systems and processing employees increases on a merit basis; 56% give general increases; 7.3% give cost-of-living increases; 3.6% give increases for longevity; 1% give increases for equity and some respondents give increases using a combination of these methods.

RECRUITING SOURCES FOR EXEMPT EMPLOYEES – UNITED STATES

When asked about recruiting practices for *exempt* systems and processing employees, 83.9% of the respondents in the United States indicated the most frequent method of recruiting is through newspaper ads; 74.7% of the reporting firms make use of personnel agencies for recruiting; 74.5% of respondents said they recruit in-house; 66.7% of the companies recruit through colleges and universities; 53.4% use vocational or technical schools; 56.4% use other sources. Some companies (5.3%) did not reply to this question and many reported several recruitment sources.

Respondents were asked if they give incentives to current employees when they recruit *exempt* systems and processing employees. The majority of the U.S. firms (83.1%) do not give incentives such as bonuses, cash awards or time off. Only a small percentage (14.3%) do give cash awards or use other incentives for recruiting; 2.6% did not reply.

When the U.S. firms were asked if they use aptitude or skills tests when hiring *exempt* systems and processing employees, 65.6% do not use such tests, 32.2% answered "yes" to this question and 2.2% did not reply.

RECRUITING SOURCES FOR EXEMPT EMPLOYEES – CANADA

In Canada, 81.1% of the respondents recruit *exempt* systems and processing employees through newspaper ads; 67.5% recruit in-house; 60.7% use personnel agencies; 53.4% recruit through colleges and universities; 48.6% use vocational or technical schools; a small percentage use other recruiting methods and about 4.7% of the respondents did not answer this question. Most firms reported several sources.

When Canadian firms reported on the use of recruiting incentives for current employees who recommend *exempt* systems and processing employees, 85.8% of the respondents do not have such a policy; 9.9% said they give cash bonuses or use other methods to reward their employees; 4.3% did not reply.

When Canadian firms were asked about use of aptitude or skills tests for exempt systems and processing employees, the majority (60.2%) said "no"; 36.1% said "yes" and 3.7% did not reply.

Training and Development Programs

A group of questions in the survey dealt with types of training and development programs for *exempt* systems and processing employees.

TYPES OF TRAINING

Regarding types of training used for *exempt* systems and processing employees, 78.9% of the U.S. respondents indicated *exempt* employees receive on-the-job training; 64.7% of the companies reported that employees receive training through attendance at outside workshops or seminars; 24.9% said they use programmed instruction for training; 27.9% of the firms said the employees receive training at colleges or universities; 26.3% of the reporting firms said they have in-house classrooms for employee training; 22.3% reported they use videotape courses for training. Most firms reported on several methods for training and development.

In Canada, the majority (72.7%) of the respondents also indicated that on-the-job training was the most popular method of training *exempt* systems and processing employees; 51.3% of the companies said they use outside workshops or seminars for training; 29.3% said they use programmed instruction and videotape courses for training; 17.8% said employees receive training at colleges or universities; 18.3% have in-house classrooms for training and 3.6% use other training methods. Most of the participating companies reported on several training methods.

AUTOMATIC PROGRESSION – UNITED STATES

When asked if they use automatic progression for *exempt* systems and processing employees, 78.6% of the respondents said "no" and 21.4% said they do use this policy for some of their exempt systems and processing employees.

Asked if they use automatic progression for *non-exempt* systems and processing employees, 73.7% answered "no" and 26.3% said they have this policy for some of their EDP employees.

AUTOMATIC PROGRESSION – CANADA

In Canada 75.9% of the reporting companies said they do not use automatic progression for *exempt* systems and processing employees; 24.1% use it for some of their EDP employees.

When asked if they use this policy for non-exempt systems and processing employees, 70.6% said "no" and 29.4% use automatic progression for some non-exempt employees.

JOB ROTATION – UNITED STATES

When the firms in the U.S. were asked if they use job rotation or team assignments for *exempt* systems and processing employees, 62.2% said "no"; 36.3% said "yes"; 1.5% did not reply.

Asked if they use job rotation or team assignments for *non-exempt* systems and processing employees, the majority of the U.S. firms (66.9%) said "no"; 27.4% said "yes" and 5.7% did not reply.

JOB ROTATION – CANADA

In Canada, 64.3% of the respondents do not use job rotation or team assignments for *exempt* systems and processing personnel; 29.8% answered "yes" to this question; 5.9% did not respond.

Sixty-two percent of the Canadian respondents reported that they do not use job rotation or team assignments for *non-exempt* systems and processing employees; 30.8% do have this policy and 7.2% did not reply.

Supplementary Profile Information

Profile by Size of Company

(In million dollar sales)	Percent of Companies Reported	
	United States	Canada
Under $25	30.8%	39.7%
$25 – $99	21.2%	25.1%
$100 – $499	16.7%	10.4%
$500 – $999	4.8%	3.1%
$One billion and over	10.9%	3.2%
No Answer	15.6%	18.5%

Profile by Annual EDP Expenditures

(In million dollars)	Percent of Companies Reported	
	United States	Canada
Under $.25	33.8%	48.1%
$.25 – $.49	10.1%	7.8%
$.5 – $.99	8.1%	6.2%
$1 – $1.99	7.7%	5.2%
$2 – $4.99	7.6%	4.1%
$5 million & over	8.4%	4.7%
No answer	24.3%	23.9%

Highlights
Salary Data for United States and Canada

This report presents the findings of the second annual AMS survey on salaries of systems and processing employees. The survey covers 60,218 employees in 2,585 companies in 108 major cities throughout the United States and Canada.

Types of business represented in the survey are manufacturing/processing; banking/insurance/financial; retail/wholesale sales and distribution; utilities; data processing service bureaus; and a composite group of governmental, educational, medical and employment.

The survey reports annual base compensation in effect on September 16, 1983. It includes 20 key electronic data processing positions in computer operations, data entry operations, applications programming, software systems programming and database management.

Survey results indicate that a Manager of Applications Programming is averaging the highest salary ($38,700) per year and a Manager of Software Systems Programming is a close second, receiving $38,200 annually.

A Manager of Computer Operations and a Database Administrator are tied for third at $35,000 each per year, and a Project Leader (Lead Programmer Analyst) is next at $33,800.

In Canada, a Manager of Software Systems Programming is earning C$42,200 annually and a Manager of Applications Programming is earning C$41,300. A Manager of Computer Operations is being paid C$37,800 per year and a Database Administrator is receiving C$36,400. These figures are presented in Canadian funds. Other national averages for Canadian positions are found on page 15.

The figures below indicate the percentage of increase in annual base compensation for each of the 20 positions in the United States.

UNITED STATES

	1982	1983	% of Increase
Computer Operations			
Mgr. - Computer Operations	$33,100	$35,000	5.7%
Supv. - Computer Operations	24,200	25,000	3.3%
Lead Computer Operator	18,700	19,400	3.7%
Computer Operator - Level A	16,400	16,900	3.0%
Computer Operator - Level B	14,100	14,700	4.3%
Computer Operations Support Staff			
Tape Librarian	13,900	14,600	5.0%
Data Quality Control Clerk	13,800	14,200	2.9%
Data Entry Operations			
Supervisor - Data Entry	18,600	19,700	5.9%
Lead Data Entry Operator	14,500	15,600	7.6%
Data Entry Operator - Level A	12,900	13,200	2.3%
Data Entry Operator - Level B	11,800	12,300	4.2%

UNITED STATES

	1982	1983	% of Increase
Applications Programming			
Mgr., Applications Programming	$36,000	$38,700	7.5%
Project Leader (Lead Programmer/Analyst)	32,100	33,800	5.3%
Systems Analyst (Senior Programmer/Analyst)	27,800	29,600	6.5%
Programmer/Analyst	23,500	24,800	5.5%
Programmer	19,700	20,700	5.1%
Software Systems Programming			
Mgr.-Software Sys. Programming	36,100	38,200	5.8%
Sr. Software Sys. Programmer	30,700	31,900	3.9%
Software Systems Programmer	25,300	26,700	5.5%
Database Management			
Database Administrator	32,700	35,000	7.0%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOTAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.0	25.0	19.4	16.9	14.7	14.6	14.2	19.7	15.6	13.2	12.3	38.7	33.8	29.6	24.8	20.7	38.2	31.9	26.7	35.0
FIRST QUARTILE	28.0	21.5	16.5	14.5	12.5	12.5	11.5	16.5	13.5	11.5	10.5	34.0	30.0	26.5	21.5	18.5	34.0	28.0	24.5	30.0
MEDIAN	34.0	24.5	19.5	16.5	14.5	13.5	13.5	18.5	15.5	12.5	11.5	38.0	34.0	30.0	24.5	20.5	38.0	32.0	26.5	34.0
THIRD QUARTILE	40.0	28.0	21.5	18.5	16.5	16.5	15.5	22.5	16.5	14.5	13.5	43.0	38.0	32.0	28.0	23.5	43.0	36.0	30.0	40.0
NO. COMPANIES	1312	951	829	1164	1016	418	484	727	702	1203	856	763	688	955	1101	1021	469	481	431	349
NO. EMPLOYEES	1574	1590	1826	3612	3281	790	1482	1007	1522	6195	5224	1624	3159	5926	6968	5638	689	1409	1443	409

CANADA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	30.2	23.4	20.3	18.3	19.7	19.2	23.8	19.8	17.1	15.4	41.3	36.1	33.2	27.4	24.0	42.2	35.5	30.7	36.4
FIRST QUARTILE	32.0	24.5	19.5	17.5	14.5	15.5	16.5	19.5	16.5	14.5	12.5	36.0	34.0	30.0	24.5	22.5	38.0	32.0	26.5	30.0
MEDIAN	38.0	30.0	23.5	19.5	17.5	18.5	17.5	23.5	19.5	16.5	15.5	40.0	36.0	34.0	26.5	24.5	40.0	36.0	32.0	36.0
THIRD QUARTILE	43.0	34.0	25.5	22.5	20.5	23.5	21.5	28.0	22.5	18.5	17.5	47.5	40.0	38.0	30.0	26.5	43.0	38.0	34.0	38.0
NO. COMPANIES	83	62	49	79	79	17	27	39	42	85	81	41	31	53	60	56	19	26	24	15
NO. EMPLOYEES	89	75	81	168	178	28	55	44	58	303	278	57	86	179	313	290	25	54	64	24

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.9	24.9	19.8	17.1	15.1	15.5	14.8	19.5	15.4	13.0	13.0	39.7	35.1	30.1	25.2	20.9	39.9	30.9	25.7	35.8
FIRST QUARTILE	28.0	21.5	16.5	14.5	12.5	12.5	12.5	16.5	13.5	11.5	10.5	34.0	[illegible]0	26.5	22.5	18.5	34.0	28.0	22.5	30.0
MEDIAN	34.0	24.5	19.5	16.5	14.5	14.5	14.5	18.5	15.5	12.5	12.5	40.0	[illegible]0	30.0	24.5	20.5	40.0	30.0	25.5	34.0
THIRD QUARTILE	40.0	28.0	22.5	19.5	16.5	17.5	16.5	22.5	16.5	14.5	14.5	43.0	38.0	32.0	28.0	23.5	43.0	34.0	28.0	40.0
NO. COMPANIES	387	295	231	332	287	115	126	211	184	336	250	214	210	285	317	300	129	134	111	105
NO. EMPLOYEES	424	520	509	1118	939	234	401	309	391	1794	1912	565	1099	1857	1974	1841	174	458	356	126

EAST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	25.9	20.1	17.3	14.9	15.0	14.9	20.6	15.9	14.4	12.4	38.4	33.1	30.0	24.4	21.0	36.0	31.2	26.6	35.6
FIRST QUARTILE	28.0	21.5	17.5	14.5	12.5	12.5	11.5	16.5	13.5	12.5	10.5	32.0	30.0	26.5	22.5	18.5	32.0	28.0	24.5	30.0
MEDIAN	34.0	25.5	19.5	16.5	14.5	14.5	13.5	19.5	15.5	13.5	11.5	38.0	32.0	30.0	24.5	20.5	38.0	32.0	26.5	36.0
THIRD QUARTILE	40.0	30.0	22.5	19.5	16.5	16.5	16.5	23.5	17.5	16.5	13.5	43.0	36.0	34.0	26.5	23.5	43.0	34.0	30.0	40.0
NO. COMPANIES	301	198	199	252	213	73	98	148	150	257	179	170	165	208	237	232	101	101	87	77
NO. EMPLOYEES	313	312	429	769	667	132	264	202	331	1183	733	342	598	1160	1351	1142	129	237	270	88

WEST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.6	24.3	18.5	16.5	14.1	13.9	13.4	18.5	14.7	12.7	11.2	36.6	32.2	28.5	23.2	19.8	35.4	30.3	25.2	33.5
FIRST QUARTILE	26.5	20.5	15.5	14.5	12.5	11.5	11.5	15.5	13.5	11.5	9.5	32.0	28.0	25.5	20.5	16.5	32.0	26.5	22.5	30.0
MEDIAN	32.0	23.5	17.5	16.5	13.5	13.5	12.5	17.5	14.5	12.5	10.5	34.0	32.0	28.0	22.5	19.5	36.0	30.0	25.5	34.0
THIRD QUARTILE	38.0	28.0	21.5	18.5	15.5	14.5	15.5	20.5	15.5	13.5	12.5	40.0	36.0	32.0	25.5	22.5	40.0	34.0	28.0	38.0
NO. COMPANIES	249	182	156	238	207	82	99	144	148	268	169	146	115	194	224	222	97	96	83	65
NO. EMPLOYEES	259	245	277	596	538	142	270	169	258	1171	813	255	516	1003	1315	1032	118	173	204	77

SOUTHERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.6	24.9	18.6	16.0	14.1	13.3	13.5	20.2	15.7	13.0	11.7	38.9	33.9	29.0	25.5	20.9	40.2	33.2	27.0	34.4
FIRST QUARTILE	32.0	20.5	15.5	13.5	12.5	10.5	10.5	16.5	13.5	11.5	10.5	34.0	30.0	26.5	22.5	18.5	36.0	30.0	24.5	28.0
MEDIAN	40.0	23.5	18.5	15.5	13.5	12.5	12.5	18.5	15.5	12.5	11.5	40.0	34.0	28.0	25.5	20.5	40.0	34.0	26.5	34.0
THIRD QUARTILE	43.0	28.0	20.5	17.5	15.5	15.5	15.5	23.5	17.5	14.5	12.5	43.0	38.0	32.0	28.0	23.5	43.0	36.0	30.0	43.0
NO. COMPANIES	233	174	154	213	189	98	109	148	134	219	150	149	131	177	202	169	94	97	102	59
NO. EMPLOYEES	368	283	343	742	719	167	398	202	358	1091	924	315	567	1216	1546	1085	148	301	321	65

WESTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.3	25.1	19.4	17.5	15.0	14.7	14.5	19.2	16.8	13.1	12.1	39.0	33.6	30.0	25.4	21.1	38.2	34.2	28.8	35.3
FIRST QUARTILE	28.0	21.5	17.5	15.5	13.5	12.5	12.5	16.5	13.5	11.5	10.5	34.0	30.0	28.0	22.5	18.5	36.0	30.0	28.0	28.0
MEDIAN	34.0	24.5	19.5	17.5	14.5	14.5	14.5	18.5	15.5	12.5	11.5	38.0	34.0	30.0	25.5	20.5	38.0	34.0	30.0	32.0
THIRD QUARTILE	40.0	28.0	21.5	19.5	16.5	16.5	15.5	20.5	17.5	14.5	13.5	43.0	36.0	32.0	28.0	23.5	43.0	36.0	30.0	43.0
NO. COMPANIES	142	102	89	129	120	44	52	76	86	123	108	84	67	91	121	98	48	53	48	43
NO. EMPLOYEES	210	230	268	387	418	115	149	125	184	956	842	147	379	690	782	538	120	240	292	53

Summary Of Annual Salary Levels For Systems and Processing Positions in the United States

This table summarizes the salary levels for all of the participating companies in the United States. The data reflects the total number of employees reported by position titles at the various levels of annual base compensation.

An "A" has been placed to the left of the number of employees that fall in the salary level representing the average annual base compensation of all the employees reported in that particular job category.

For easy reference, the shaded figures for each job category indicate the number of employees by consecutive salary levels which represent the range from the first quartile to the third quartile inclusively (the middle 50%).

For example, by referring to the chart you can see that of the 1,574 Managers of Computer Operations reported, a total of 145 received an annual base salary between $33,001 to $35,000 and the average salary of $35,000 falls within this range. The shaded area covers the salaries between $27,001 and $41,000 which includes the first quartile rate of $28,000 and the third quartile rate of $40,000.

Looking at the position of Supervisor, Data Entry Operations you can determine that of a total of 1,007 employees reported, 70 received an annual base salary between $19,001 and $20,000 and the average salary of $19,700 falls within this range. The shaded area covers the salaries between $16,001 and $23,000 which includes the first quartile rate of $16,500 and the third quartile rate of $22,500.

This procedure can be applied to each position in the survey.

$ ANNUAL RATES	A MANAGER - COMPUTER OPERATIONS	B SUPERVISOR - COMPUTER OPERATIONS	C LEAD COMPUTER OPERATOR	D COMPUTER OPERATOR - LEVEL A	E COMPUTER OPERATOR - LEVEL B	F TAPE LIBRARIAN
UNDER-10000	4	1	4	24	94	46
10001-11000	-	3	4	65	214	57
11001-12000	-	5	28	119	271	83
12001-13000	2	3	50	246	417	105
13001-14000	2	12	55	302	491	112
14001-15000	3	8	108	379	A472	A 99
15001-16000	3	23	134	398	390	70
16001-17000	6	47	151	A428	342	53
17001-18000	4	41	182	424	239	53
18001-19000	14	48	194	344	117	28
19001-20000	15	82	A201	289	77	18
20001-21000	19	103	151	175	27	8
21001-22000	19	117	161	116	33	9
22001-23000	21	123	84	81	14	35
23001-24000	33	122	65	99	17	5
24001-25000	51	A129	63	52	8	3
25001-26000	42	119	47	34	38	4
26001-27000	52	99	55	19	18	1
27001-29000	110	163	52	13	1	-
29001-31000	130	109	19	3	-	1
31001-33000	137	83	10	1	-	-
33001-35000	A145	63	6	-	-	-
35001-37000	110	38	1	-	-	-
37001-39000	119	19	1	-	-	-
39001-41000	142	16	-	-	-	-
41001-45000	241	7	-	1	1	-
45001-50000	76	7	-	-	-	-
50001-55000	47	-	-	-	-	-
55001-60000	17	-	-	-	-	-
60001-OVER	10	-	-	-	-	-
TOTAL	1574	1590	1826	3612	3281	790

DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
G	H	I	J	K	L	M	N	O	P	Q	R	S	T

NUMBER OF EMPLOYEES BY JOB RATES - 1983-84

TOTAL UNITED STATES

JOB CATEGORY														
G	H	I	J	K	L	M	N	O	P	Q	R	S	T	TOTAL
		11	407	1024	1	2	-	-	5	-	-	1	-	1747
121	2	36	796	926	2	-	-	1	7	-	-	-	1	2249
133	4	80	1119	856	1	-	-	1	23	1	-	1	-	2776
200	8	144	963	A 728	-	-	1	-	30	-	2	2	-	2918
200	25	207	A 957	524	-	-	1	7	110	-	-	6	1	2985
154	44	235	673	632	-	2	1	17	149	-	1	4	2	3037
A 179	73	240	427	181	1	1	7	30	209	2	1	3	3	2349
142	84	A 211	305	110	1	1	6	49	360	6	-	14	4	2284
93	97	107	198	53	-	5	13	117	442	10	2	18	2	2080
70	100	74	108	37	1	4	25	220	556	2	3	19	4	1940
39	103	52	72	22	3	6	22	417	A 601	11	9	24	1	2030
38	A 70	36	46	32	1	12	38	455	629	-	6	32	7	1866
25	64	34	44	94	2	18	91	523	516	2	12	74	1	1944
22	56	14	29	3	7	17	166	645	518	2	24	76	5	1929
17	48	18	47	-	2	47	219	A 664	411	1	40	81	12	1941
14	44	9	3	-	11	58	326	677	343	10	37	115	4	1961
18	44	4	1	-	19	65	382	614	241	6	54	A 122	7	1843
8	36	1	-	1	16	85	487	570	191	6	67	148	9	1853
4	24	1	-	-	59	227	A 1104	872	189	26	143	272	22	3289
3	32	-	-	-	88	360	1008	589	57	21	A 187	221	44	2859
1	21	-	-	-	153	A 487	785	328	27	45	220	134	41	2465
1	12	-	-	1	190	445	577	102	9	66	206	39	A 41	1896
-	7	-	-	-	130	502	310	35	3	A 55	193	19	37	1434
-	1	-	-	-	186	A 353	144	23	9	88	95	13	44	1097
-	3	-	-	-	171	202	78	9	2	84	45	2	25	778
-	2	-	-	-	281	183	88	3	1	130	49	2	50	1048
-	3	8	-	-	191	52	37	-	-	76	10	1	27	477
-	-	-	-	-	66	22	6	-	-	27	2	-	4	174
-	-	-	-	-	27	2	3	-	-	6	1	-	5	61
-	-	-	-	-	14	1	1	-	-	6	-	-	6	38
										689		1443		
1482		1522		5224		3159		6968			1409		409	55368
	1007		6195		1624		5926		5635					

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Total U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	26.3	20.7	17.3	16.1	17.2	16.2	21.4	16.4	14.7	13.5	40.5	35.6	32.2	26.1	21.6	39.5	33.6	27.7	34.7
FIRST QUARTILE	30.0	22.5	17.5	14.5	13.5	14.5	12.5	17.5	14.5	12.5	10.5	34.0	32.0	28.0	23.5	18.5	34.0	30.0	25.5	30.0
MEDIAN	34.0	25.5	20.5	16.5	15.5	16.5	15.5	20.5	16.5	14.5	12.5	40.0	36.0	32.0	25.5	21.5	40.0	34.0	28.0	34.0
THIRD QUARTILE	40.0	30.0	22.5	19.5	17.5	21.5	18.5	24.5	18.5	16.5	14.5	47.5	38.0	36.0	28.0	24.5	43.0	36.0	30.0	38.0
NO. COMPANIES	445	296	255	379	322	83	120	173	196	367	242	226	183	309	371	325	131	133	106	118
NO. EMPLOYEES	465	381	431	834	786	151	279	213	305	1314	938	386	761	1559	1726	1151	173	323	352	132

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	24.8	19.0	16.3	14.0	13.6	13.1	19.1	15.2	12.3	11.4	39.9	34.1	28.8	24.1	20.3	37.9	30.7	26.1	36.8
FIRST QUARTILE	28.0	20.5	16.5	14.5	12.5	11.5	10.5	16.5	13.5	10.5	9.5	36.0	30.0	26.5	21.5	17.5	34.0	28.0	25.5	32.0
MEDIAN	34.0	24.5	18.5	16.5	13.5	13.5	12.5	18.5	14.5	12.5	10.5	40.0	34.0	28.0	23.5	20.5	38.0	30.0	26.5	38.0
THIRD QUARTILE	40.0	28.0	21.5	18.5	15.5	15.5	14.5	21.5	16.5	13.5	12.5	43.0	38.0	32.0	26.5	22.5	43.0	34.0	28.0	43.0
NO. COMPANIES	278	221	227	273	256	161	155	200	183	261	203	223	200	244	265	253	140	156	129	80
NO. EMPLOYEES	308	423	601	1072	1067	313	516	293	498	1665	1505	613	1167	2084	2387	2121	201	513	417	95

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.7	23.5	16.8	15.8	13.8	13.1	13.2	18.2	14.6	12.6	11.6	37.2	30.9	27.6	23.6	20.8	36.8	30.8	25.4	34.9
FIRST QUARTILE	24.5	19.5	14.5	13.5	12.5	10.5	10.5	14.5	12.5	11.5	10.5	32.0	28.0	24.5	20.5	18.5	32.0	28.0	22.5	30.0
MEDIAN	32.0	22.5	16.5	15.5	13.5	13.5	12.5	17.5	14.5	12.5	11.5	36.0	32.0	28.0	23.5	20.5	38.0	32.0	25.5	36.0
THIRD QUARTILE	38.0	26.5	18.5	17.5	15.5	14.5	15.5	20.5	16.5	13.5	12.5	43.0	34.0	30.0	26.5	23.5	40.0	34.0	30.0	38.0
NO. COMPANIES	125	81	75	107	107	31	33	85	74	130	94	56	51	62	81	85	36	38	28	22
NO. EMPLOYEES	130	117	118	258	239	36	88	96	113	544	378	87	115	170	332	393	36	63	57	24

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.2	32.4	24.0	21.1	16.8	17.6	18.3	26.5	18.4	16.4	13.2	42.4	36.1	30.6	26.9	22.8	42.1	33.2	27.8	37.9
FIRST QUARTILE	43.0	30.0	19.5	18.5	15.5	14.5	14.5	23.5	15.5	14.5	11.5	40.0	34.0	28.0	24.5	21.5	40.0	30.0	25.5	32.0
MEDIAN	43.0	32.0	24.5	21.5	17.5	17.5	18.5	24.5	17.5	16.5	12.5	43.0	36.0	30.0	28.0	23.5	43.0	32.0	28.0	38.0
THIRD QUARTILE	43.0	36.0	26.5	23.5	17.5	20.5	21.5	30.0	21.5	18.5	14.5	43.0	38.0	32.0	30.0	24.5	43.0	36.0	28.0	43.0
NO. COMPANIES	53	46	33	54	41	22	23	34	31	52	37	41	40	46	52	47	30	28	33	22
NO. EMPLOYEES	174	84	91	242	218	37	86	53	102	293	247	87	238	450	705	411	66	96	132	24

DATA PROCESSING SERVICE BUREAU — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	21.8	17.1	14.1	12.8	11.4	13.0	18.8	15.4	13.3	11.3	35.1	31.0	27.2	22.4	18.9	32.6	34.4	24.7	27.0
FIRST QUARTILE	32.0	19.5	15.5	12.5	11.5	9.5	11.5	15.5	13.5	12.5	9.5	30.0	28.0	24.5	20.5	17.5	18.5	30.0	21.5	14.5
MEDIAN	34.0	22.5	17.5	14.5	12.5	11.5	12.5	18.5	15.5	13.5	11.5	32.0	32.0	26.5	22.5	18.5	34.0	34.0	24.5	32.0
THIRD QUARTILE	40.0	24.5	18.5	15.5	13.5	12.5	14.5	22.5	17.5	14.5	12.5	43.0	34.0	30.0	24.5	20.5	40.0	36.0	28.0	38.0
NO. COMPANIES	27	25	23	26	24	19	21	24	17	25	18	24	19	21	23	23	13	12	12	4
NO. EMPLOYEES	27	40	46	91	62	17	90	43	73	245	176	40	64	140	132	143	22	47	56	5

ALL OTHER TYPES OF BUSINESS* — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	25.8	18.7	16.7	14.1	14.1	13.9	18.5	15.2	12.8	12.4	35.2	31.9	28.1	23.9	20.2	36.8	31.8	26.6	33.6
FIRST QUARTILE	28.0	20.5	16.5	14.5	12.5	12.5	11.5	15.5	13.5	11.5	10.5	32.0	28.0	25.5	20.5	17.5	32.0	28.0	23.5	28.0
MEDIAN	32.0	23.5	18.5	16.5	14.5	13.5	13.5	17.5	15.5	12.5	12.5	34.0	32.0	28.0	23.5	20.5	36.0	32.0	26.5	32.0
THIRD QUARTILE	40.0	26.5	20.5	18.5	15.5	15.5	15.5	20.5	16.5	13.5	14.5	38.0	36.0	30.0	26.5	22.5	43.0	36.0	30.0	38.0
NO. COMPANIES	384	282	216	325	266	111	132	211	201	368	262	193	195	273	309	288	119	114	123	103
NO. EMPLOYEES	470	545	539	1115	909	236	423	309	431	2134	1930	411	814	1523	1686	1419	191	367	429	129

*(Govt., Ed., Med., Emp., etc.)

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST Sr. Programmer/Analyst	PROGRAMMER ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Eastern U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	26.0	20.8	17.1	16.8	17.8	16.1	20.3	16.2	14.4	14.1	41.2	35.8	32.3	26.3	21.6	39.0	33.2	26.7	34.7
FIRST QUARTILE	30.0	22.5	16.5	14.5	13.5	14.5	13.5	16.5	13.5	12.5	10.5	34.0	32.0	28.0	23.5	18.5	34.0	28.0	23.5	30.0
MEDIAN	34.0	25.5	20.5	16.5	15.5	17.5	15.5	19.5	15.5	13.5	12.5	40.0	36.0	32.0	26.5	22.5	40.0	34.0	26.5	34.0
THIRD QUARTILE	40.0	30.0	23.5	18.5	18.5	22.5	17.5	23.5	17.5	15.5	16.5	47.5	38.0	36.0	30.0	24.5	43.0	36.0	30.0	38.0
NO. COMPANIES	177	124	97	149	130	32	46	67	72	135	93	84	76	121	145	133	49	49	39	44
NO. EMPLOYEES	188	173	176	344	300	79	94	92	106	514	550	151	352	615	636	463	60	109	84	48

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.9	25.6	18.7	17.1	14.4	14.2	14.0	19.9	14.9	12.5	11.9	42.1	35.9	29.4	24.9	21.1	42.8	30.0	25.3	38.6
FIRST QUARTILE	28.0	21.5	16.5	14.5	12.5	11.5	12.5	16.5	13.5	10.5	10.5	38.0	32.0	26.5	22.5	18.5	38.0	26.5	22.5	30.0
MEDIAN	34.0	25.5	18.5	16.5	14.5	13.5	13.5	18.5	14.5	12.5	11.5	43.0	36.0	30.0	24.5	20.5	43.0	30.0	24.5	38.0
THIRD QUARTILE	43.0	30.0	21.5	19.5	16.5	15.5	15.5	23.5	16.5	13.5	13.5	47.5	38.0	32.0	28.0	23.5	47.5	34.0	28.0	47.5
NO. COMPANIES	69	56	49	60	59	45	36	58	47	71	60	55	55	68	65	62	41	45	36	23
NO. EMPLOYEES	81	122	168	303	311	89	118	94	107	532	433	233	446	740	809	823	62	255	159	31

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.1	22.2	16.7	14.7	13.2	11.7	13.2	18.1	13.8	12.2	10.9	37.2	30.1	28.9	22.6	19.5	35.2	31.2	26.6	32.9
FIRST QUARTILE	24.5	18.5	14.5	11.5	12.5	9.5	11.5	14.5	12.5	11.5	9.5	32.0	26.5	24.5	19.5	17.5	28.0	24.5	22.5	34.0
MEDIAN	30.0	21.5	16.5	14.5	13.5	10.5	13.5	17.5	13.5	12.5	10.5	36.0	30.0	28.0	21.5	19.5	34.0	34.0	28.0	36.0
THIRD QUARTILE	38.0	28.0	18.5	17.5	14.5	14.5	15.5	20.5	14.5	12.5	11.5	43.0	34.0	34.0	25.5	21.5	43.0	34.0	30.0	36.0
NO. COMPANIES	26	20	17	22	25	4	5	18	12	33	23	10	11	12	15	17	7	7	6	5
NO. EMPLOYEES	27	23	27	51	46	5	15	20	21	156	63	13	22	35	65	77	7	10	15	5

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.7	32.8	27.7	22.3	17.3	16.1	22.5	26.1	18.3	16.6	–	49.7	34.3	29.7	25.5	21.2	41.1	32.9	29.0	–
FIRST QUARTILE	32.0	28.0	24.5	20.5	15.5	12.5	19.5	24.5	15.5	13.5	–	43.0	32.0	28.0	23.5	19.5	36.0	32.0	28.0	–
MEDIAN	38.0	32.0	28.0	22.5	16.5	14.5	20.5	25.5	16.5	16.5	–	47.5	34.0	30.0	25.5	20.5	43.0	32.0	28.0	–
THIRD QUARTILE	47.5	36.0	32.0	24.5	18.5	20.5	28.0	26.5	23.5	18.5	–	52.5	36.0	32.0	26.5	22.5	43.0	36.0	30.0	–
NO. COMPANIES	13	7	6	13	7	3	4	4	3	9	–	8	9	10	10	10	6	5	4	–
NO. EMPLOYEES	13	11	16	48	36	5	11	4	6	38	–	10	77	85	107	62	9	7	10	–

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6	22.4	15.5	13.1	14.1	10.5	13.0	17.3	14.5	11.5	10.1	33.2	29.3	24.3	18.9	18.4	34.0	39.6	26.6	–
FIRST QUARTILE	25.5	21.5	13.5	11.5	13.5	9.5	11.5	12.5	13.5	10.5	9.5	30.0	26.5	21.5	17.5	15.5	32.0	34.0	21.5	–
MEDIAN	28.0	22.5	14.5	13.5	13.5	9.5	12.5	14.5	13.5	11.5	9.5	32.0	28.0	23.5	18.5	17.5	32.0	36.0	28.0	–
THIRD QUARTILE	38.0	23.5	16.5	14.0	14.5	12.5	13.5	19.5	14.5	12.5	10.5	36.0	32.0	25.5	21.5	19.5	36.0	43.0	32.0	–
NO. COMPANIES	4	5	6	7	3	2	5	8	4	7	5	7	6	4	4	5	2	2	3	–
NO. EMPLOYEES	4	7	8	29	10	6	28	11	8	38	52	9	14	16	10	34	2	7	7	–

ALL OTHER TYPES OF BUSINESS*

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

DATA NOT AVAILABLE AT PRESS TIME

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER, SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

East Central U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.9	27.4	21.4	18.6	16.4	17.0	18.4	22.6	16.5	15.8	12.8	40.7	34.1	32.3	25.4	21.4	37.1	31.9	28.0	36.0
FIRST QUARTILE	32.0	24.5	18.5	16.5	13.5	14.5	14.5	18.5	14.5	13.5	11.5	36.0	32.0	28.0	23.5	18.5	34.0	28.0	24.5	32.0
MEDIAN	38.0	28.0	21.5	17.5	16.5	17.5	16.5	22.5	16.5	15.5	12.5	40.0	34.0	32.0	25.5	21.5	38.0	32.0	30.0	36.0
THIRD QUARTILE	40.0	30.0	22.5	21.5	18.5	18.5	23.5	25.5	17.5	17.5	14.5	47.5	38.0	36.0	28.0	23.5	43.0	36.0	32.0	40.0
NO. COMPANIES	107	64	65	87	71	17	25	46	50	89	57	53	51	77	84	76	30	33	25	30
NO. EMPLOYEES	107	82	111	200	202	26	76	55	81	359	138	100	179	457	459	295	38	72	63	38

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	25.3	19.6	16.3	13.9	14.0	13.1	19.4	15.4	12.6	11.5	37.9	31.7	27.4	23.0	19.8	33.0	30.3	25.7	35.6
FIRST QUARTILE	28.0	21.5	17.5	14.5	12.5	12.5	10.5	16.5	14.5	11.5	10.5	32.0	30.0	25.5	21.5	17.5	17.5	28.0	24.5	32.0
MEDIAN	34.0	24.5	19.5	16.5	13.5	13.5	12.5	18.5	15.5	12.5	11.5	38.0	32.0	28.0	22.5	19.5	36.0	30.0	25.5	38.0
THIRD QUARTILE	38.0	28.0	21.5	18.5	15.5	15.5	15.5	22.5	16.5	13.5	12.5	43.0	34.0	30.0	24.5	21.5	40.0	34.0	28.0	40.0
NO. COMPANIES	62	45	60	60	55	30	31	30	37	50	31	49	46	52	57	57	27	29	21	20
NO. EMPLOYEES	66	88	160	227	223	65	79	51	122	311	211	132	205	340	385	323	44	79	92	21

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	23.9	16.7	16.0	14.3	12.9	13.2	18.8	14.9	12.7	11.7	36.9	31.4	28.8	23.8	21.2	37.2	31.3	23.8	37.7
FIRST QUARTILE	26.5	20.5	14.5	13.5	12.5	12.5	11.5	15.5	13.5	10.5	10.5	32.0	26.5	25.5	20.5	18.5	32.0	30.0	22.5	32.0
MEDIAN	32.0	23.5	16.5	16.5	14.5	13.5	11.5	17.5	14.5	12.5	11.5	38.0	32.0	30.0	23.5	21.5	38.0	32.0	22.5	36.0
THIRD QUARTILE	38.0	26.5	18.5	18.5	15.5	13.5	14.5	20.5	16.5	13.5	12.5	43.0	36.0	32.0	26.5	23.5	43.0	32.0	26.5	43.0
NO. COMPANIES	32	22	21	24	22	9	12	23	21	30	25	18	18	14	23	22	16	12	10	9
NO. EMPLOYEES	36	43	37	81	76	9	23	30	39	134	102	30	44	58	129	152	16	21	22	11

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.8	30.8	25.4	21.5	16.3	19.7	–	27.5	18.2	17.8	15.7	–	39.2	32.0	27.3	22.7	47.3	33.4	–	38.8
FIRST QUARTILE	34.0	28.8	24.5	20.5	14.5	15.5	–	22.5	15.5	17.5	14.5	–	36.0	30.0	25.5	22.5	40.0	32.0	–	34.0
MEDIAN	38.0	32.0	25.5	21.5	14.5	18.5	–	24.5	15.5	18.5	16.5	–	40.0	32.0	28.0	22.5	43.0	32.0	–	38.0
THIRD QUARTILE	47.5	34.0	26.5	23.5	17.5	25.5	–	32.0	20.5	19.5	17.5	–	43.0	34.0	28.0	23.5	52.5	32.0	–	40.0
NO. COMPANIES	10	11	9	9	8	5	–	8	8	10	7	–	8	8	10	11	6	5	–	4
NO. EMPLOYEES	10	18	30	43	33	9	–	13	29	79	37	–	44	88	108	117	6	22	–	4

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.0	–	–	16.3	–	–	12.4	16.9	–	–	10.8	36.3	31.6	25.5	21.6	16.3	33.0	–	–	–
FIRST QUARTILE	28.8	–	–	15.5	–	–	11.5	15.9	–	–	9.5	30.0	30.0	24.5	19.5	15.5	36.0	–	–	–
MEDIAN	30.0	–	–	16.5	–	–	12.5	18.5	–	–	9.5	32.0	32.0	25.5	21.5	15.5	36.0	–	–	–
THIRD QUARTILE	32.0	–	–	17.5	–	–	12.5	18.5	–	–	12.5	40.0	34.0	28.0	24.5	16.5	40.0	–	–	–
NO. COMPANIES	3	–	–	3	–	–	3	3	–	–	2	3	3	2	3	3	2	–	–	–
NO. EMPLOYEES	3	–	–	11	–	–	8	5	–	–	10	4	19	18	18	5	2	–	–	–

ALL OTHER TYPES OF BUSINESS*

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

DATA NOT AVAILABLE AT PRESS TIME

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

West Central U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	25.2	19.8	16.9	14.6	17.6	16.0	19.2	14.9	14.2	11.8	38.8	37.2	30.8	25.5	22.8	37.5	32.4	26.1	30.9
FIRST QUARTILE	28.0	20.5	15.5	14.5	12.5	11.5	11.5	16.5	12.5	12.5	10.5	34.0	34.0	28.0	23.5	18.5	34.0	30.0	23.5	26.5
MEDIAN	34.0	24.5	20.5	16.5	14.5	15.5	15.5	18.5	14.5	13.5	11.5	40.0	38.0	30.0	25.5	22.5	36.0	34.0	25.5	30.0
THIRD QUARTILE	40.0	30.0	21.5	18.5	15.5	22.5	19.5	21.5	16.5	15.5	13.5	43.0	40.0	34.0	28.0	26.5	43.0	36.0	28.0	36.0
NO. COMPANIES	64	51	31	59	52	10	21	19	30	63	36	30	21	49	60	55	23	21	17	17
NO. EMPLOYEES	64	51	49	114	95	14	33	20	34	166	61	39	126	230	262	166	26	35	69	19

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	25.4	18.9	16.6	14.2	13.6	12.5	18.5	14.7	12.2	10.9	38.6	31.5	28.6	22.9	19.5	38.5	29.5	25.9	36.2
FIRST QUARTILE	28.0	20.5	15.5	13.5	11.5	11.5	10.5	14.5	13.5	10.5	9.5	34.0	28.0	25.5	20.5	17.5	34.0	25.5	22.5	32.0
MEDIAN	34.0	24.5	17.5	15.5	13.5	13.5	11.5	17.5	14.5	12.5	10.5	38.0	32.0	28.0	22.5	19.5	36.0	30.0	25.5	38.0
THIRD QUARTILE	38.0	30.0	22.5	18.5	15.5	15.5	13.5	19.5	15.5	13.5	11.5	43.0	34.0	32.0	25.5	21.5	40.0	34.0	28.0	43.0
NO. COMPANIES	59	46	49	64	59	36	31	44	38	61	45	49	38	51	60	64	28	36	26	18
NO. EMPLOYEES	61	71	96	166	193	58	74	50	79	337	305	92	160	334	481	462	30	64	51	23

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.8	24.2	16.3	16.8	13.6	14.1	13.9	18.3	14.9	12.9	13.3	40.5	30.8	27.1	23.1	18.3	36.7	29.4	26.7	35.7
FIRST QUARTILE	23.5	20.5	13.5	14.5	11.5	12.5	10.5	14.5	13.5	11.5	10.5	34.0	28.0	24.5	20.5	16.5	34.0	23.5	24.5	28.0
MEDIAN	32.0	22.5	14.5	16.5	12.5	14.5	13.5	17.5	14.5	12.5	12.5	36.0	32.0	26.5	23.5	18.5	36.0	30.0	25.5	36.0
THIRD QUARTILE	38.0	26.5	18.5	19.5	14.5	16.5	15.5	21.5	15.5	13.5	15.5	47.5	34.0	30.0	25.5	20.5	38.0	32.0	30.0	43.0
NO. COMPANIES	31	16	17	28	24	8	9	21	16	36	19	13	13	17	23	22	6	9	6	3
NO. EMPLOYEES	31	18	22	55	48	10	34	21	20	89	46	18	24	36	69	57	6	14	10	3

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.5	30.7	22.6	21.1	14.8	14.4	20.3	26.6	20.4	16.6	15.0	37.7	35.3	29.0	24.3	20.7	38.1	31.5	24.0	35.4
FIRST QUARTILE	32.0	28.0	18.5	18.5	11.5	13.5	18.5	20.5	19.5	15.5	12.5	34.0	34.0	26.5	22.5	18.5	34.0	28.0	19.5	32.0
MEDIAN	34.0	30.0	23.5	22.5	14.5	14.5	20.5	24.5	19.5	17.5	15.5	36.0	36.0	28.0	23.5	19.5	38.0	34.0	23.5	34.0
THIRD QUARTILE	43.0	34.0	25.5	23.5	17.5	14.5	22.5	32.0	20.5	18.5	17.5	43.0	38.0	30.0	26.5	23.5	43.0	34.0	24.5	40.0
NO. COMPANIES	11	8	8	11	8	4	4	5	7	12	7	11	9	11	12	10	8	6	8	5
NO. EMPLOYEES	11	10	15	35	25	7	11	8	7	39	17	13	47	66	91	54	8	7	16	5

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	17.9	15.6	12.7	11.9	11.5	12.0	17.1	16.5	12.5	10.4	35.3	26.4	28.4	19.8	16.1	23.0	30.7	21.8	12.5
FIRST QUARTILE	32.0	17.5	12.5	11.5	10.5	10.5	9.5	13.5	13.5	11.5	9.5	28.0	24.5	26.5	17.5	15.5	16.5	28.0	21.5	10.5
MEDIAN	40.0	17.5	15.5	12.5	11.5	10.5	11.5	17.5	17.5	12.5	9.5	30.0	25.5	28.0	19.5	15.5	17.5	32.0	21.5	10.5
THIRD QUARTILE	40.0	20.5	16.5	14.5	12.5	12.5	13.5	18.5	18.5	13.5	11.5	40.0	28.0	30.0	22.5	19.5	32.0	32.0	23.5	14.5
NO. COMPANIES	7	7	6	6	6	2	5	5	2	8	3	4	3	5	4	4	3	2	2	1
NO. EMPLOYEES	7	9	9	13	15	2	27	5	3	35	14	4	6	9	14	9	9	3	11	2

ALL OTHER TYPES OF BUSINESS*

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

DATA NOT AVAILABLE AT PRESS TIME

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer Analyst	SYSTEMS ANALYST Sr. Programmer Analyst	PROGRAMMER ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Southern U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.5	26.7	19.8	16.6	15.1	15.6	14.7	23.9	17.2	13.9	12.8	38.2	34.8	32.0	27.5	20.6	40.4	33.6	28.6	34.2
FIRST QUARTILE	30.0	21.5	16.5	14.5	13.5	13.5	12.5	17.5	15.5	11.5	10.5	32.0	30.0	28.0	23.5	16.5	34.0	28.0	26.5	26.5
MEDIAN	36.0	26.5	18.5	15.5	14.5	16.5	14.5	22.5	17.5	13.5	12.5	38.0	34.0	32.0	26.5	20.5	40.0	34.0	28.0	34.0
THIRD QUARTILE	43.0	32.0	21.5	17.5	16.5	17.5	17.5	28.0	18.5	15.5	13.5	43.0	40.0	36.0	32.0	24.5	47.5	36.0	30.0	36.0
NO. COMPANIES	59	38	36	51	43	16	20	25	25	54	31	35	25	41	50	40	17	20	15	14
NO. EMPLOYEES	61	45	52	112	105	21	57	28	51	172	119	57	72	153	233	167	17	42	28	14

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.7	22.9	18.2	15.2	13.3	12.4	12.5	18.2	14.2	11.8	10.8	39.1	34.2	29.1	24.3	20.4	40.5	34.2	27.6	33.9
FIRST QUARTILE	26.5	20.5	15.5	13.5	11.5	10.5	10.5	15.5	12.5	10.5	9.5	36.0	30.0	26.5	21.5	17.5	38.0	32.0	25.5	25.5
MEDIAN	34.0	22.5	17.5	14.5	12.5	11.5	11.5	17.5	14.5	11.5	10.5	38.0	34.0	28.0	23.5	20.5	40.0	34.0	28.0	40.0
THIRD QUARTILE	40.0	24.5	20.5	16.5	14.5	13.5	14.5	20.5	15.5	12.5	11.5	43.0	38.0	32.0	26.5	22.5	43.0	38.0	30.0	43.0
NO. COMPANIES	58	51	49	57	50	38	41	47	39	51	39	48	44	48	58	44	32	31	34	13
NO. EMPLOYEES	68	101	127	281	232	72	204	65	123	299	276	120	248	463	519	393	41	73	83	13

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	22.7	17.0	14.8	13.1	12.8	11.8	17.5	13.8	-	10.8	35.5	31.0	24.9	24.0	22.6	-	-	25.1	-
FIRST QUARTILE	26.5	17.5	14.5	13.5	11.5	10.5	9.5	14.5	12.5	-	10.5	32.0	30.0	22.5	22.5	19.5	-	-	24.5	-
MEDIAN	36.0	21.5	16.5	13.5	12.5	12.5	10.5	16.5	13.5	-	10.5	34.0	32.0	25.5	24.5	23.5	-	-	25.5	-
THIRD QUARTILE	40.0	24.5	18.5	15.5	14.5	14.5	13.5	19.5	14.5	-	11.5	38.0	34.0	28.0	24.5	23.5	-	-	28.0	-
NO. COMPANIES	23	13	13	20	19	10	6	15	14	-	15	11	7	12	11	16	-	-	5	-
NO. EMPLOYEES	23	22	24	53	42	12	15	17	18	-	109	20	22	30	54	86	-	-	9	-

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	34.5	21.5	19.7	16.9	17.4	18.7	26.2	18.2	15.2	12.3	42.3	36.5	30.1	27.6	24.1	42.2	32.1	27.6	36.9
FIRST QUARTILE	-	32.0	19.5	17.5	16.5	13.5	16.5	24.5	15.5	13.5	11.5	40.0	34.0	28.0	25.5	23.5	40.0	30.0	25.5	32.0
MEDIAN	-	36.0	19.5	18.5	17.5	17.5	17.5	24.5	15.5	14.5	12.5	43.0	36.0	30.0	28.0	24.5	43.0	30.0	26.5	34.0
THIRD QUARTILE	-	38.0	21.5	21.5	17.5	23.5	21.5	28.0	21.5	16.5	12.5	43.0	38.0	32.0	30.0	25.5	43.0	36.0	28.0	38.0
NO. COMPANIES	-	11	7	12	12	6	9	12	8	12	12	9	8	11	13	9	6	7	8	6
NO. EMPLOYEES	-	32	27	90	103	11	27	23	54	87	152	43	61	182	343	138	39	45	51	8

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.9	23.3	17.5	14.5	12.2	11.6	13.8	20.3	15.7	14.5	12.1	39.9	32.7	27.9	22.8	19.4	41.6	34.1	25.3	39.0
FIRST QUARTILE	34.0	22.5	16.5	13.5	11.5	10.5	11.5	17.5	13.5	13.5	11.5	34.0	30.0	25.5	21.5	18.5	34.0	30.0	23.5	38.0
MEDIAN	34.0	23.5	17.5	14.5	12.5	11.5	12.5	21.5	16.5	14.5	11.5	43.0	32.0	28.0	22.5	18.5	38.0	34.0	25.5	38.0
THIRD QUARTILE	38.0	25.5	18.5	15.5	13.5	13.5	15.5	22.5	17.5	15.5	12.5	43.0	36.0	30.0	23.5	20.5	47.5	36.0	28.0	40.0
NO. COMPANIES	8	6	6	6	6	4	4	4	5	4	2	7	6	7	7	7	5	4	5	2
NO. EMPLOYEES	8	13	21	32	23	7	22	17	49	124	70	17	23	95	78	87	8	33	36	2

ALL OTHER TYPES OF BUSINESS*

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

DATA NOT AVAILABLE AT PRESS TIME

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Western U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	26.7	20.5	16.7	15.8	15.9	13.3	21.5	17.3	14.9	12.6	42.7	36.7	34.9	26.7	23.0	44.6	-	29.0	36.6
FIRST QUARTILE	28.0	23.5	18.5	14.5	13.5	14.5	10.5	19.5	16.5	13.5	11.5	38.0	32.0	32.0	24.5	20.5	40.0	-	28.0	30.0
MEDIAN	34.0	24.5	21.5	16.5	15.5	15.5	12.5	20.5	17.5	14.5	12.5	43.0	38.0	34.0	26.5	22.5	43.0	-	30.0	34.0
THIRD QUARTILE	38.0	28.0	22.5	18.5	17.5	18.5	15.5	25.5	19.5	16.5	14.5	47.5	40.0	38.0	30.0	25.5	52.5	-	30.0	43.0
NO. COMPANIES	38	19	26	33	26	8	8	16	19	26	25	24	10	21	32	21	12	-	10	13
NO. EMPLOYEES	45	30	43	64	84	11	19	18	33	103	90	39	32	106	136	60	32	-	108	13

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	24.8	20.9	16.8	14.5	13.7	13.7	18.1	-	12.4	11.8	38.3	34.5	29.1	25.0	19.9	29.1	31.0	28.3	49.1
FIRST QUARTILE	28.0	20.5	18.5	14.5	13.5	12.5	11.5	16.5	-	10.5	9.5	36.0	32.0	26.5	22.5	17.5	19.5	30.0	26.5	32.0
MEDIAN	34.0	25.5	21.5	16.5	14.5	13.5	13.5	18.5	-	12.5	10.5	38.0	36.0	30.0	25.5	19.5	25.5	30.0	28.0	38.0
THIRD QUARTILE	40.0	28.0	22.5	18.5	15.5	14.5	14.5	19.5	-	13.5	12.5	40.0	36.0	32.0	28.0	21.5	40.0	32.0	30.0	47.5
NO. COMPANIES	30	23	20	32	33	12	16	21	-	28	28	22	17	25	25	26	12	15	12	6
NO. EMPLOYEES	32	41	50	95	108	29	41	33	-	186	280	36	108	207	193	120	24	42	32	7

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	25.5	18.8	17.6	14.7	-	-	20.8	15.3	-	12.4	-	26.7	26.6	26.1	21.9	35.3	33.0	-	29.0
FIRST QUARTILE	30.0	19.5	17.5	14.5	12.5	-	-	17.5	13.5	-	11.5	-	24.5	21.5	25.5	18.5	28.0	32.0	-	23.5
MEDIAN	34.0	22.5	17.5	16.5	14.5	-	-	19.5	15.5	-	11.5	-	25.5	28.0	26.5	20.5	38.0	32.0	-	26.5
THIRD QUARTILE	40.0	32.0	20.5	22.5	16.5	-	-	21.5	16.5	-	13.5	-	30.0	32.0	28.0	23.5	40.0	34.0	-	30.0
NO. COMPANIES	13	10	7	13	17	-	-	8	11	-	12	-	2	7	9	8	3	3	-	4
NO. EMPLOYEES	13	11	8	18	27	-	-	8	15	-	58	-	3	11	15	21	3	4	-	4

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.1	-	20.5	22.9	18.2	20.3	20.6	25.7	18.2	16.2	14.3	46.8	37.5	-	28.0	24.4	43.0	37.5	31.1	-
FIRST QUARTILE	40.0	-	12.5	20.5	17.5	18.5	16.5	23.5	16.5	13.5	11.5	34.0	32.0	-	26.5	22.5	34.0	36.0	30.0	-
MEDIAN	47.5	-	23.5	23.5	18.5	20.5	21.5	26.5	18.5	16.5	11.5	43.0	38.0	-	28.0	24.5	43.0	33.0	32.0	-
THIRD QUARTILE	52.5	-	25.5	25.5	19.5	21.5	21.5	28.0	19.5	18.5	17.5	47.5	43.0	-	30.0	26.5	47.5	40.0	34.0	-
NO. COMPANIES	7	-	3	9	6	4	2	5	5	9	5	4	6	-	7	7	4	5	5	-
NO. EMPLOYEES	7	-	3	26	21	5	7	5	6	50	19	4	9	-	56	40	4	15	11	-

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.0	24.0	-	15.5	13.9	-	16.3	20.5	14.5	12.0	12.5	23.2	-	30.3	26.7	20.9	-	28.3	-	-
FIRST QUARTILE	34.0	20.5	-	14.5	10.5	-	14.5	19.5	13.5	11.5	11.5	10.5	-	26.5	24.5	19.5	-	24.5	-	-
MEDIAN	34.0	22.5	-	15.5	14.5	-	15.5	19.5	14.5	11.5	12.5	28.0	-	26.5	26.5	20.5	-	24.5	-	-
THIRD QUARTILE	40.0	26.5	-	16.5	16.5	-	18.5	21.5	16.5	13.5	14.5	30.0	-	34.0	28.0	21.5	-	32.0	-	-
NO. COMPANIES	5	5	-	4	5	-	4	4	5	3	6	3	-	2	5	4	-	2	-	-
NO. EMPLOYEES	5	7	-	6	7	-	5	5	10	34	30	6	-	2	12	8	-	2	-	-

ALL OTHER TYPES OF BUSINESS*

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

DATA NOT AVAILABLE AT PRESS TIME

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer Analyst	SYSTEMS ANALYST (Sr. Programmer Analyst)	PROGRAMMER ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

CANADA

Brantford, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.8	28.9	21.3	19.3	15.9	-	-	26.3	15.4	15.7	13.6	-	-	31.3	24.8	-	-	-	23.3	-
FIRST QUARTILE	30.0	23.5	19.5	18.5	14.5	-	-	24.5	13.5	14.5	12.5	-	-	30.0	22.5	-	-	-	18.5	-
MEDIAN	34.0	26.5	21.5	19.5	14.5	-	-	24.5	15.5	15.5	13.5	-	-	30.0	25.5	-	-	-	18.5	-
THIRD QUARTILE	38.0	34.0	22.5	20.5	16.5	-	-	28.0	17.5	16.5	15.5	-	-	34.0	26.5	-	-	-	28.0	-
NO. COMPANIES	6	7	4	12	6	-	-	2	6	7	7	-	-	1	4	-	-	-	2	-
NO. EMPLOYEES	6	7	5	15	8	-	-	2	7	16	25	-	-	3	6	-	-	-	2	-

Calgary, AB

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	34.7	25.9	21.7	17.5	22.0	-	23.6	20.8	18.4	15.5	-	41.4	36.4	29.9	24.6	-	37.5	29.0	41.8
FIRST QUARTILE	-	30.0	23.5	19.5	16.5	17.5	-	16.5	20.5	17.5	14.5	-	40.0	34.0	28.0	23.5	-	36.0	28.0	36.0
MEDIAN	-	34.0	25.5	21.5	17.5	21.5	-	23.5	20.5	19.5	15.5	-	43.0	36.0	30.0	24.5	-	36.0	28.0	36.0
THIRD QUARTILE	-	40.0	26.5	23.5	18.5	23.5	-	26.5	21.5	20.5	16.5	-	43.0	38.0	32.0	25.5	-	38.0	30.0	47.5
NO. COMPANIES	-	3	3	3	3	2	-	4	2	5	3	-	2	3	3	3	-	1	1	2
NO. EMPLOYEES	-	3	4	9	7	4	-	4	3	15	3	-	5	27	33	27	-	4	2	2

Edmonton, AB

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.4	34.3	-	23.3	-	21.5	19.5	27.5	22.9	18.8	18.3	-	39.3	33.3	27.1	27.1	-	45.3	34.5	45.3
FIRST QUARTILE	30.0	26.5	-	20.5	-	21.5	16.5	21.5	17.5	18.5	16.5	-	38.0	32.0	23.5	26.5	-	43.0	24.5	38.0
MEDIAN	38.0	34.0	-	23.5	-	21.5	20.5	25.5	22.5	18.5	20.5	-	40.0	34.0	28.0	26.5	-	43.0	28.0	38.0
THIRD QUARTILE	43.0	40.0	-	25.5	-	21.5	20.5	34.0	25.5	20.5	20.5	-	40.0	34.0	30.0	28.0	-	47.5	43.0	52.5
NO. COMPANIES	7	5	-	7	-	1	4	5	5	7	6	-	2	3	5	1	-	2	2	2
NO. EMPLOYEES	7	5	-	14	-	1	4	5	6	18	15	-	6	9	9	6	-	2	4	2

Grand Valley, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.7	25.5	20.9	17.7	16.4	-	15.4	17.8	17.4	14.5	13.7	36.1	33.0	28.9	24.1	19.9	40.5	30.0	26.1	-
FIRST QUARTILE	28.0	20.5	17.5	16.5	14.5	-	14.5	12.5	15.5	13.5	12.5	32.0	28.0	28.0	23.5	18.5	38.0	24.5	26.5	-
MEDIAN	34.0	26.5	20.5	17.5	15.5	-	15.5	14.5	16.5	14.5	13.5	38.0	34.0	28.0	24.5	19.5	38.0	30.0	26.5	
THIRD QUARTILE	38.0	30.0	24.5	18.5	17.5	-	16.5	26.5	18.5	15.5	14.5	40.0	36.0	30.0	24.5	21.5	43.0	34.0	28.0	-
NO. COMPANIES	17	17	10	19	20	-	4	3	6	21	23	8	9	12	12	13	2	7	5	-
NO. EMPLOYEES	17	17	14	30	39	-	11	3	7	64	52	9	24	45	113	37	2	12	9	-

Hamilton, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.3	31.0	23.2	20.7	19.9	-	21.1	21.4	17.0	17.5	-	42.4	35.1	33.4	23.7	26.3	37.8	32.5	25.8	-
FIRST QUARTILE	28.0	24.5	16.5	15.5	14.5	-	16.5	17.5	12.5	14.5	-	36.0	32.0	26.5	17.5	24.5	34.0	28.0	19.5	-
MEDIAN	36.0	32.0	23.5	21.5	17.5	-	19.5	19.5	17.5	16.5	-	38.0	34.0	34.0	22.5	28.0	38.0	34.0	25.5	-
THIRD QUARTILE	40.0	34.0	32.0	23.5	24.5	-	21.5	21.5	18.5	18.5	-	43.0	34.0	40.0	28.0	30.0	40.0	36.0	28.0	-
NO. COMPANIES	17	8	8	14	14	-	6	5	4	14	-	4	4	10	11	11	6	6	4	-
NO. EMPLOYEES	17	8	11	23	32	-	7	5	4	46	-	4	5	19	20	25	6	7	8	-

Toronto, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.5	32.9	25.7	21.4	18.9	21.3	20.7	24.4	21.9	18.7	16.3	40.0	36.9	35.4	30.5	24.8	-	38.3	33.9	36.7
FIRST QUARTILE	36.0	28.0	22.5	18.5	14.5	18.5	16.5	20.5	15.5	15.5	12.5	36.0	34.0	30.0	26.5	23.5	-	36.0	32.0	34.0
MEDIAN	43.0	34.0	24.5	19.5	16.5	20.5	21.5	23.5	21.5	17.5	16.5	40.0	36.0	36.0	30.0	24.5	-	38.0	34.0	36.0
THIRD QUARTILE	47.5	38.0	26.5	22.5	23.5	24.5	24.5	28.0	28.0	23.5	20.5	43.0	40.0	38.0	34.0	26.5	-	43.0	36.0	40.0
NO. COMPANIES	17	12	8	11	17	8	6	11	11	13	13	16	9	14	14	14	-	8	6	8
NO. EMPLOYEES	23	25	19	48	44	13	21	16	19	67	119	24	27	57	92	137	-	25	33	14

Vancouver, BC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.8	31.0	22.0	-	-	-	-	-	-	17.2	15.5	-	-	-	-	-	-	-	-	-
FIRST QUARTILE	24.5	28.0	19.5	-	-	-	-	-	-	15.5	13.5	-	-	-	-	-	-	-	-	-
MEDIAN	34.0	28.0	19.5	-	-	-	-	-	-	17.5	14.5	-	-	-	-	-	-	-	-	-
THIRD QUARTILE	43.0	34.0	24.5	-	-	-	-	-	-	17.5	17.5	-	-	-	-	-	-	-	-	-
NO. COMPANIES	3	2	2	-	-	-	-	-	-	5	4	-	-	-	-	-	-	-	-	-
NO. EMPLOYEES	3	2	2	-	-	-	-	-	-	9	5	-	-	-	-	-	-	-	-	-

Winnipeg, MB

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.0	27.4	-	19.3	16.5	17.2	18.6	23.6	19.4	17.3	14.9	42.0	-	32.2	29.0	22.9	43.5	33.0	27.2	-
FIRST QUARTILE	32.0	23.5	-	17.5	15.5	14.5	16.5	16.5	19.5	16.5	12.5	36.0	-	30.0	28.0	21.5	40.0	32.0	24.5	-
MEDIAN	38.0	24.5	-	19.5	16.5	15.5	17.5	20.5	19.5	16.5	15.5	36.0	-	34.0	32.0	22.5	43.0	32.0	26.5	-
THIRD QUARTILE	47.5	34.0	-	21.5	17.5	20.5	20.5	30.0	20.5	18.5	16.5	52.5	-	36.0	32.0	24.5	47.5	34.0	28.0	-
NO. COMPANIES	11	7	-	7	9	5	4	8	6	13	8	6	-	9	8	11	3	2	4	-
NO. EMPLOYEES	11	7	-	22	28	6	8	8	10	68	33	6	-	17	35	52	3	4	6	-

EASTERN UNITED STATES

Boston, MA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	32.0	18.9	16.6	-	17.0	15.2	18.8	15.3	13.2	11.4	41.4	31.9	28.0	24.3	21.1	-	-	-	-
FIRST QUARTILE	-	30.0	17.5	15.5	-	15.5	12.5	18.5	14.5	11.5	10.5	32.0	30.0	25.5	22.5	19.5	-	-	-	-
MEDIAN	-	32.0	17.5	16.5	-	17.5	15.5	19.5	15.5	13.5	10.5	38.0	32.0	28.0	23.5	20.5	-	-	-	-
THIRD QUARTILE	-	34.0	21.5	18.5	-	18.5	16.5	20.5	16.5	14.5	12.5	43.0	34.0	30.0	25.5	22.5	-	-	-	-
NO. COMPANIES	-	1	5	5	-	1	3	4	3	6	5	3	3	4	3	3	-	-	-	-
NO. EMPLOYEES	-	3	11	26	-	8	18	6	5	11	20	4	18	24	21	18	-	-	-	-

Buffalo, NY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.3	23.9	20.2	17.8	15.0	13.6	18.2	18.2	16.4	13.8	11.4	38.2	31.3	26.7	22.3	18.0	35.1	28.1	25.2	32.8
FIRST QUARTILE	26.5	19.5	15.5	14.5	12.5	11.5	13.5	16.5	12.5	11.5	9.5	32.0	28.0	24.5	19.5	16.5	30.0	20.5	21.5	30.0
MEDIAN	32.0	22.5	20.5	16.5	12.5	11.5	15.5	17.5	14.5	12.5	9.5	34.0	32.0	26.5	21.5	17.5	34.0	32.0	26.5	34.0
THIRD QUARTILE	36.0	28.0	26.5	18.5	16.5	15.5	22.5	19.5	23.5	15.5	14.5	43.0	34.0	28.0	25.5	19.5	38.0	32.0	28.0	34.0
NO. COMPANIES	19	15	9	17	17	9	8	13	9	18	13	10	6	17	21	15	9	7	6	5
NO. EMPLOYEES	20	25	19	40	44	18	18	17	23	107	102	15	26	93	140	94	12	17	12	5

Concord, NH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.5	20.1	18.1	14.4	12.9	12.5	12.4	16.6	14.8	12.1	10.4	35.0	30.5	28.3	24.5	19.5	37.5	35.6	25.7	-
FIRST QUARTILE	25.5	15.5	16.5	12.5	10.5	10.5	11.5	14.5	12.5	10.5	9.5	32.0	28.0	26.5	23.5	17.5	34.0	34.0	21.5	-
MEDIAN	30.0	20.5	17.5	14.5	12.5	11.5	12.5	16.5	14.5	11.5	9.5	36.0	30.0	28.0	24.5	19.5	38.0	36.0	25.5	-
THIRD QUARTILE	34.0	23.5	20.5	14.5	14.5	12.5	13.5	17.5	16.5	13.5	10.5	40.0	32.0	30.0	25.5	20.5	38.0	38.0	30.0	-
NO. COMPANIES	12	7	5	10	10	3	4	6	3	9	6	4	6	8	8	10	4	2	2	-
NO. EMPLOYEES	13	8	13	24	37	4	13	10	12	16	23	11	16	33	38	28	4	5	3	-

Delaware, DE

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.7	21.7	22.6	17.0	12.9	14.8	18.1	17.9	14.8	11.5	10.8	38.8	35.6	29.2	26.0	18.5	41.5	28.6	25.6	30.6
FIRST QUARTILE	28.0	13.5	16.5	14.5	10.5	11.5	13.5	15.5	11.5	9.5	10.5	34.0	32.0	26.5	23.5	15.5	32.0	23.5	19.5	16.5
MEDIAN	30.0	16.5	19.5	17.5	11.5	14.5	15.5	16.5	14.5	10.5	10.5	38.0	32.0	28.0	24.5	17.5	34.0	28.0	25.5	30.0
THIRD QUARTILE	43.0	23.5	26.5	19.5	14.5	16.5	15.5	17.5	14.5	12.5	11.5	40.0	36.0	32.0	32.0	20.5	47.5	30.0	32.0	36.0
NO. COMPANIES	9	8	6	11	10	5	3	5	7	8	9	7	6	10	9	8	4	4	5	2
NO. EMPLOYEES	10	13	8	33	45	6	4	6	8	46	44	30	56	65	62	57	4	7	11	4

Greater Bridgeport, CT

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	26.7	20.2	17.0	15.2	13.5	-	19.3	15.3	13.7	11.0	38.5	37.1	30.7	24.8	20.0	39.7	35.9	26.9	36.8
FIRST QUARTILE	30.0	23.5	17.5	15.5	14.5	10.5	-	16.5	12.5	12.5	10.5	36.0	34.0	28.0	23.5	18.5	36.0	32.0	25.5	32.0
MEDIAN	36.0	28.0	19.5	16.5	14.5	13.5	-	17.5	14.5	13.5	10.5	40.0	38.0	30.0	24.5	20.5	40.0	34.0	28.0	34.0
THIRD QUARTILE	38.0	30.0	23.5	18.5	15.5	16.5	-	19.5	15.5	15.5	11.5	40.0	40.0	34.0	25.5	21.5	43.0	40.0	30.0	38.0
NO. COMPANIES	9	11	5	8	6	3	-	6	6	8	5	5	6	8	8	7	3	3	4	4
NO. EMPLOYEES	9	15	9	32	26	3	-	8	9	41	26	6	22	50	37	20	3	13	7	4

	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer Analyst	SYSTEMS ANALYST Sr. Programmer Analyst	PROGRAMMER ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

Finger Lakes, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.8	24.0	19.5	18.1	-	17.5	16.8	17.3	-	-	-	-	28.3	26.6	21.2	21.3	-	-	-	40.5
FIRST QUARTILE	24.5	16.5	16.5	15.5	-	14.5	14.5	15.5	-	-	-	-	28.0	25.5	18.5	19.5	-	-	-	38.0
MEDIAN	32.0	24.5	20.5	17.5	-	17.5	16.5	15.5	-	-	-	-	28.0	25.5	21.5	20.5	-	-	-	38.0
THIRD QUARTILE	38.0	28.0	21.5	18.5	-	20.5	17.5	18.5	-	-	-	-	30.0	28.0	23.5	22.5	-	-	-	43.0
NO. COMPANIES	7	4	4	5	-	3	3	3	-	-	-	-	2	3	2	2	-	-	-	2
NO. EMPLOYEES	7	6	5	8	-	3	4	4	-	-	-	-	5	10	3	5	-	-	-	2

Harrisburg Area, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.1	22.8	18.7	17.3	14.1	12.3	13.6	18.7	15.7	11.7	13.6	33.0	32.0	27.4	23.3	20.8	34.2	27.9	28.2	33.3
FIRST QUARTILE	26.5	21.5	16.5	16.5	12.5	10.5	12.5	14.5	14.5	10.5	13.5	32.0	28.0	24.5	20.5	18.5	30.0	24.5	26.5	30.0
MEDIAN	34.0	23.5	18.5	17.5	14.5	12.5	13.5	18.5	16.5	11.5	14.5	34.0	32.0	28.0	23.5	20.5	32.0	28.0	28.0	34.0
THIRD QUARTILE	36.0	24.5	20.5	20.5	15.5	12.5	14.5	22.5	16.5	12.5	14.5	34.0	36.0	28.0	25.5	23.5	36.0	30.0	30.0	34.0
NO. COMPANIES	20	15	15	19	18	6	13	16	15	16	16	15	15	13	20	19	9	12	6	7
NO. EMPLOYEES	28	73	27	186	50	18	101	26	51	257	557	106	32	170	187	215	19	43	27	16

Hartford, CT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.9	25.6	21.7	17.6	17.3	15.8	15.3	17.5	15.8	14.2	14.6	34.7	-	28.3	25.1	21.3	38.3	30.8	24.6	35.0
FIRST QUARTILE	25.5	24.5	21.5	14.5	16.5	14.5	14.5	16.5	15.5	13.5	14.5	32.0	-	26.5	22.5	18.5	36.0	30.0	22.5	32.0
MEDIAN	38.0	25.5	22.5	18.5	17.5	16.5	15.5	17.5	15.5	14.5	15.5	34.0	-	28.0	25.5	22.5	36.0	30.0	24.5	32.0
THIRD QUARTILE	43.0	26.5	22.5	19.5	17.5	17.5	16.5	18.5	16.5	15.5	15.5	36.0	-	30.0	26.5	22.5	43.0	32.0	26.5	38.0
NO. COMPANIES	8	8	5	9	5	5	3	7	2	9	7	5	-	8	8	9	2	3	2	4
NO. EMPLOYEES	8	29	23	50	46	15	16	27	36	82	101	7	-	50	73	52	3	10	33	4

Lancaster, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	25.5	15.9	16.5	16.3	15.5	14.3	21.1	14.2	12.7	11.7	36.3	28.8	26.0	23.4	17.8	39.5	27.2	-	-
FIRST QUARTILE	28.0	20.5	12.5	13.5	13.5	13.5	11.5	15.5	10.5	10.5	10.5	32.0	28.0	21.5	20.5	15.5	36.0	26.5	-	-
MEDIAN	34.0	26.5	15.5	15.5	16.5	16.5	13.5	22.5	14.5	13.5	11.5	36.0	30.0	26.5	23.5	17.5	36.0	28.0	-	-
THIRD QUARTILE	40.0	30.0	18.5	18.5	18.5	16.5	18.5	24.5	15.5	14.5	13.5	40.0	30.0	28.0	25.5	18.5	43.0	30.0	-	-
NO. COMPANIES	17	11	7	12	11	2	3	9	8	15	11	8	4	10	16	11	2	4	-	-
NO. EMPLOYEES	17	11	7	26	22	3	5	9	12	46	50	12	10	16	54	20	2	5	-	-

Lehigh Valley, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.0	27.9	23.2	16.2	14.1	-	18.4	21.9	15.5	15.6	12.8	41.0	36.1	31.7	26.0	19.2	41.0	31.9	26.7	35.8
FIRST QUARTILE	21.5	23.5	17.5	12.5	10.5	-	13.5	18.5	13.5	11.5	10.5	38.0	34.0	28.0	22.5	17.5	40.0	28.0	21.5	34.0
MEDIAN	30.0	28.0	26.5	14.5	12.5	-	14.5	23.5	15.5	13.5	12.5	40.0	36.0	32.0	24.5	18.5	40.0	30.0	25.5	36.0
THIRD QUARTILE	34.0	34.0	28.0	16.5	16.5	-	23.5	25.5	17.5	21.5	14.5	43.0	38.0	34.0	30.0	20.5	43.0	38.0	34.0	38.0
NO. COMPANIES	12	12	10	16	9	-	4	7	3	15	6	7	8	12	15	15	3	7	6	5
NO. EMPLOYEES	12	25	30	44	29	-	7	9	3	46	24	20	40	49	70	68	3	18	18	6

Metropolitan New Jersey

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.1	25.6	20.6	17.4	14.3	16.4	15.2	22.8	16.2	13.9	11.9	43.3	37.2	30.8	28.3	23.1	43.4	36.6	27.8	36.8
FIRST QUARTILE	32.0	22.5	19.5	16.5	13.5	14.5	12.5	20.5	15.5	12.5	9.5	38.0	34.0	28.0	26.5	20.5	36.0	32.0	26.5	34.0
MEDIAN	36.0	25.5	20.5	17.5	14.5	16.5	14.5	21.5	16.5	13.5	11.5	43.0	36.0	30.0	28.0	23.5	47.5	38.0	28.0	40.0
THIRD QUARTILE	43.0	28.0	22.5	18.5	15.5	17.5	16.5	24.5	17.5	14.5	13.5	47.5	40.0	34.0	30.0	25.5	47.5	40.0	28.0	43.0
NO. COMPANIES	21	17	14	19	11	10	9	11	8	17	10	18	14	21	19	16	9	8	5	6
NO. EMPLOYEES	24	27	30	51	21	14	19	13	11	73	19	30	67	112	100	164	12	19	17	6

Montgomery County, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.1	21.9	17.1	16.5	14.7	-	-	17.2	15.1	13.4	11.1	36.9	-	26.1	20.1	18.7	37.2	27.4	19.5	32.0
FIRST QUARTILE	26.5	18.5	14.5	15.5	13.5	-	-	14.5	13.5	11.5	9.5	36.0	-	22.5	17.5	14.5	30.0	25.5	18.5	30.0
MEDIAN	30.0	20.5	15.5	16.5	14.5	-	-	17.5	14.5	13.5	10.5	36.0	-	25.5	19.5	18.5	34.0	28.0	19.5	30.0
THIRD QUARTILE	36.0	23.5	19.5	18.5	15.5	-	-	17.5	15.5	14.5	12.5	40.0	-	28.0	22.5	21.5	47.5	30.0	20.5	36.0
NO. COMPANIES	8	5	4	8	7	-	-	3	5	6	6	6	-	7	5	8	3	2	1	2
NO. EMPLOYEES	8	9	8	21	13	-	-	20	10	96	173	10	-	21	31	40	5	5	3	3

New York, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.1	27.5	20.7	19.1	16.2	15.1	16.8	23.2	17.8	13.9	13.3	45.7	38.6	32.5	28.2	23.1	48.0	29.8	25.2	44.0
FIRST QUARTILE	34.0	24.5	18.5	17.5	15.5	13.5	14.5	20.5	15.5	12.5	10.5	43.0	36.0	30.0	25.5	21.5	43.0	26.5	22.5	30.0
MEDIAN	40.0	28.0	20.5	19.5	16.5	14.5	16.5	22.5	18.5	13.5	13.5	47.5	38.0	32.0	28.0	22.5	47.5	30.0	23.5	43.0
THIRD QUARTILE	47.5	30.0	22.5	19.5	16.5	15.5	18.5	28.0	19.5	14.5	15.5	47.5	40.0	34.0	30.0	25.5	52.5	32.0	28.0	57.5
NO. COMPANIES	31	23	22	26	17	14	14	17	15	22	19	15	19	24	24	18	14	14	13	12
NO. EMPLOYEES	36	51	66	146	112	34	48	31	36	184	151	102	182	226	270	294	24	168	93	16

Philadelphia, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	26.6	20.2	16.6	13.9	13.4	15.0	22.2	13.0	12.1	11.0	45.4	36.7	35.1	26.3	20.3	44.8	33.5	27.7	40.5
FIRST QUARTILE	32.0	22.5	18.5	15.5	11.5	10.5	11.5	17.5	11.5	11.5	10.5	38.0	34.0	30.0	23.5	18.5	40.0	32.0	25.5	36.0
MEDIAN	34.0	25.5	19.5	16.5	13.5	12.5	14.5	20.5	11.5	11.5	10.5	43.0	36.0	34.0	25.5	19.5	43.0	34.0	28.0	38.0
THIRD QUARTILE	43.0	30.0	21.5	18.5	15.5	15.5	15.5	24.5	14.5	12.5	11.5	57.5	38.0	40.0	28.0	22.5	47.5	36.0	30.0	47.5
NO. COMPANIES	15	12	11	14	14	8	7	11	9	15	11	11	15	13	14	17	8	8	6	7
NO. EMPLOYEES	20	27	32	61	72	14	21	16	26	124	102	35	91	228	138	54	12	21	16	10

Pittsburgh, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.1	26.5	25.1	19.3	20.6	-	14.9	25.3	16.2	14.2	18.8	39.8	36.1	31.4	27.1	23.7	39.6	34.5	27.3	44.3
FIRST QUARTILE	30.0	22.5	20.5	15.5	14.5	-	12.5	17.5	12.5	12.5	15.5	34.0	34.0	30.0	25.5	22.5	34.0	32.0	25.5	36.0
MEDIAN	38.0	25.5	26.5	19.5	25.5	-	14.5	26.5	15.5	13.5	21.5	40.0	36.0	32.0	28.0	24.5	40.0	36.0	28.0	38.0
THIRD QUARTILE	47.5	30.0	30.0	22.5	25.5	-	17.5	30.0	19.5	14.5	21.5	43.0	38.0	34.0	30.0	25.5	43.0	38.0	30.0	47.5
NO. COMPANIES	25	23	15	14	14	-	5	7	6	15	12	15	12	18	20	15	9	7	7	4
NO. EMPLOYEES	27	36	34	33	88	-	14	9	7	46	159	38	149	192	210	168	14	21	15	4

Portland, ME

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.2	22.6	14.9	15.4	12.5	-	15.5	17.0	13.2	-	10.9	34.0	28.4	24.4	-	19.7	39.8	29.3	28.3	25.7
FIRST QUARTILE	20.5	19.5	12.5	14.5	10.5	-	12.5	13.5	12.5	-	9.5	30.0	26.5	22.5	-	18.5	32.0	17.5	26.5	22.5
MEDIAN	24.5	23.5	14.5	14.5	12.5	-	14.5	14.5	12.5	-	11.5	36.0	30.0	22.5	-	19.5	32.0	25.5	26.5	22.5
THIRD QUARTILE	32.0	25.5	17.5	17.5	13.5	-	19.5	16.5	14.5	-	12.5	36.0	30.0	24.5	-	20.5	47.5	36.0	30.0	32.0
NO. COMPANIES	8	6	5	8	7	-	3	4	3	-	6	2	3	3	-	7	2	3	1	2
NO. EMPLOYEES	8	7	7	20	8	-	3	4	3	-	7	3	5	4	-	21	2	4	2	3

Providence, RI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.7	19.8	19.3	14.9	13.1	-	-	-	13.3	11.8	10.9	43.1	34.8	29.0	22.2	18.5	24.8	-	26.1	29.0
FIRST QUARTILE	25.5	18.5	16.5	13.5	11.5	-	-	-	12.5	10.5	9.5	43.0	32.0	28.0	21.5	16.5	11.5	-	23.5	28.0
MEDIAN	32.0	19.5	19.5	14.5	12.5	-	-	-	13.5	10.5	10.5	43.0	32.0	28.0	22.5	16.5	11.5	-	25.5	28.0
THIRD QUARTILE	36.0	21.5	20.5	16.5	13.5	-	-	-	14.5	13.5	11.5	47.5	38.0	30.0	24.5	22.5	38.0	-	28.0	30.0
NO. COMPANIES	7	2	7	5	6	-	-	-	4	9	8	4	4	3	7	6	2	-	2	2
NO. EMPLOYEES	7	3	9	14	14	-	-	-	5	24	15	6	8	19	25	18	2	-	6	2

Reading, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.1	26.6	20.8	18.3	15.5	14.9	17.5	16.8	16.9	14.3	-	39.7	33.7	28.6	25.3	19.5	38.8	33.4	25.1	35.0
FIRST QUARTILE	28.0	19.5	14.5	14.5	13.5	12.5	11.5	13.5	13.5	10.5	-	38.0	32.0	28.0	24.5	17.5	40.0	32.0	21.5	34.0
MEDIAN	34.0	22.5	21.5	19.5	16.5	14.5	11.5	15.5	14.5	11.5	-	43.0	34.0	28.0	25.5	20.5	40.0	34.0	24.5	34.0
THIRD QUARTILE	43.0	32.0	25.5	20.5	16.5	17.5	23.5	18.5	19.5	18.5	-	47.5	34.0	30.0	26.5	21.5	43.0	34.0	26.5	36.0
NO. COMPANIES	11	5	4	8	7	4	2	7	3	10	-	9	6	5	10	9	5	3	3	2
NO. EMPLOYEES	11	8	11	23	28	5	2	7	5	58	-	13	64	57	81	43	5	8	4	2

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Rochester, NY

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.3	23.1	19.2	14.9	13.9	14.5	14.5	19.0	16.0	11.1	–	–	–	29.3	24.4	21.9	32.4	31.5	22.4	37.0
FIRST QUARTILE	32.0	22.5	18.5	13.5	12.5	12.5	11.5	12.5	15.5	9.5	–	–	–	28.0	19.5	20.5	16.5	23.5	21.5	20.5
MEDIAN	32.0	22.5	19.5	15.5	12.5	12.5	14.5	17.5	15.5	9.5	–	–	–	28.0	24.5	21.5	34.0	34.0	23.5	43.0
THIRD QUARTILE	34.0	23.5	19.5	15.5	15.5	18.5	16.5	21.5	17.5	13.5	–	–	–	32.0	28.0	24.5	36.0	38.0	23.5	47.5
NO. COMPANIES	6	8	5	5	7	3	5	6	4	8	–	–	–	2	3	6	4	5	4	3
NO. EMPLOYEES	9	15	13	22	19	3	6	9	6	45	–	–	–	5	10	30	4	13	8	3

Southern Connecticut

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.4	25.4	17.8	15.4	13.7	–	13.7	21.7	16.5	13.7	13.2	46.3	33.9	28.2	24.1	20.3	41.8	34.6	27.6	35.1
FIRST QUARTILE	32.0	21.5	15.5	13.5	12.5	–	10.5	17.5	13.5	11.5	10.5	40.0	32.0	26.5	21.5	18.5	38.0	30.0	24.5	28.0
MEDIAN	36.0	24.5	17.5	15.5	13.5	–	12.5	20.5	16.5	13.5	12.5	47.5	34.0	28.0	23.5	20.5	43.0	34.0	28.0	38.0
THIRD QUARTILE	40.0	28.0	19.5	16.5	14.5	–	16.5	26.5	17.5	15.5	16.5	52.5	36.0	30.0	26.5	21.5	47.5	36.0	30.0	40.0
NO. COMPANIES	22	17	10	16	16	–	5	6	8	14	8	13	13	15	19	14	8	8	10	7
NO. EMPLOYEES	24	25	27	56	49	–	20	6	19	84	30	32	49	74	63	37	11	21	28	7

Syracuse, NY

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.5	24.1	19.8	15.7	14.1	15.7	14.5	20.8	14.0	12.2	–	37.6	32.9	28.6	24.0	–	36.2	29.0	27.4	24.5
FIRST QUARTILE	23.5	19.5	17.5	14.5	11.5	15.5	12.5	17.5	13.5	10.5	–	36.0	28.0	26.5	21.5	–	25.5	25.5	26.5	24.5
MEDIAN	28.0	26.5	19.5	15.5	14.5	15.5	12.5	21.5	13.5	11.5	–	38.0	30.0	28.0	23.5	–	40.0	28.0	28.0	24.5
THIRD QUARTILE	30.0	28.0	21.5	16.5	15.5	17.5	17.5	23.5	15.5	14.5	–	40.0	34.0	30.0	28.0	–	43.0	34.0	28.0	24.5
NO. COMPANIES	10	7	5	8	9	5	3	7	7	10	–	5	7	6	8	–	3	5	3	1
NO. EMPLOYEES	10	15	21	18	25	5	6	7	20	39	–	13	16	50	34	–	3	5	7	1

Triple Cities, NY

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.1	25.7	21.1	16.2	14.6	14.3	16.4	–	13.6	12.0	11.8	41.7	34.4	28.4	25.2	18.9	35.3	–	28.1	32.0
FIRST QUARTILE	38.0	21.5	19.5	13.5	13.5	10.5	14.5	–	12.5	10.5	11.5	30.0	32.0	25.5	21.5	17.5	28.0	–	22.5	28.0
MEDIAN	40.0	25.5	20.5	16.5	14.5	14.5	15.5	–	12.5	11.5	11.5	47.5	34.0	25.5	24.5	18.5	34.0	–	28.0	34.0
THIRD QUARTILE	43.0	28.0	24.5	18.5	16.5	15.5	18.5	–	15.5	13.5	12.5	47.5	36.0	32.0	28.0	19.5	38.0	–	30.0	34.0
NO. COMPANIES	5	5	4	6	7	2	3	–	7	6	2	3	3	7	6	7	3	–	3	3
NO. EMPLOYEES	5	5	5	16	15	4	7	–	9	11	17	3	5	15	17	14	3	–	4	3

Westchester, NY

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.9	24.7	19.2	17.5	14.8	11.4	13.4	17.8	15.4	13.4	12.3	34.8	32.6	30.5	28.1	20.8	41.2	32.3	32.0	34.5
FIRST QUARTILE	30.0	21.5	15.5	14.5	13.5	9.5	11.5	15.5	14.5	11.5	11.5	30.0	26.5	28.0	25.5	17.5	36.0	24.5	32.0	15.5
MEDIAN	38.0	22.5	13.5	17.5	14.5	9.5	13.5	18.5	15.5	13.5	12.5	34.0	32.0	28.0	28.0	20.5	40.0	24.5	32.0	32.0
THIRD QUARTILE	40.0	28.0	21.5	20.5	15.5	13.5	14.5	19.5	15.5	14.5	13.5	40.0	36.0	34.0	32.0	22.5	47.5	40.0	32.0	38.0
NO. COMPANIES	24	16	15	15	12	4	5	11	9	15	13	10	9	16	15	16	3	2	3	4
NO. EMPLOYEES	25	18	19	31	30	7	17	16	12	67	34	10	14	32	26	52	3	2	5	4

Western Massachusetts

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	23.2	15.4	16.5	13.8	14.7	13.0	19.0	14.6	12.2	12.3	36.8	35.7	29.1	25.5	19.9	37.5	28.7	20.2	30.4
FIRST QUARTILE	30.0	19.5	12.5	15.5	11.5	13.5	12.5	15.5	13.5	10.5	10.5	34.0	32.0	26.5	22.5	19.5	24.5	28.0	16.5	23.5
MEDIAN	32.0	22.5	14.5	16.5	13.5	13.5	13.5	17.5	14.5	11.5	11.5	38.0	36.0	30.0	23.5	20.5	38.0	28.0	18.5	30.0
THIRD QUARTILE	43.0	26.5	17.5	17.5	15.5	17.5	13.5	21.5	16.5	12.5	14.5	38.0	38.0	32.0	24.5	20.5	47.5	32.0	24.5	34.0
NO. COMPANIES	26	22	15	25	24	6	5	12	15	25	20	11	12	22	21	25	6	6	8	5
NO. EMPLOYEES	26	23	38	42	63	6	11	12	21	103	52	13	87	124	123	151	6	12	18	5

Worcester, MA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.1	24.2	18.3	17.6	14.0	13.7	14.1	19.7	15.5	13.4	12.9	37.8	33.4	28.0	22.9	19.2	39.1	31.4	24.8	31.7
FIRST QUARTILE	25.5	20.5	16.5	14.5	12.5	12.5	9.5	15.5	14.5	11.5	11.5	34.0	30.0	24.5	20.5	16.5	30.0	28.0	22.5	18.5
MEDIAN	32.0	23.5	18.5	15.5	13.5	13.5	13.5	18.5	15.5	13.5	12.5	38.0	34.0	28.0	21.5	17.5	40.0	32.0	24.5	32.0
THIRD QUARTILE	38.0	28.0	21.5	21.5	15.5	14.5	19.5	24.5	16.5	15.5	14.5	43.0	36.0	32.0	25.5	20.5	43.0	34.0	26.5	36.0
NO. COMPANIES	36	23	18	30	25	7	6	17	16	31	20	15	13	22	21	18	10	10	7	8
NO. EMPLOYEES	38	29	29	69	52	9	19	19	26	73	67	33	49	106	117	74	11	26	12	8

York, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	24.7	14.1	14.8	15.0	-	14.6	16.6	14.0	12.8	11.8	31.0	25.9	26.3	22.1	18.4	-	30.0	20.2	35.0
FIRST QUARTILE	30.0	22.5	11.5	11.5	12.5	-	12.5	14.5	12.5	10.5	10.5	28.0	24.5	24.5	18.5	13.5	-	26.5	17.5	34.0
MEDIAN	38.0	22.5	13.5	14.5	14.5	-	15.5	19.5	13.5	12.5	11.5	30.0	24.5	25.5	22.5	18.5	-	28.0	21.5	34.0
THIRD QUARTILE	40.0	28.0	14.5	17.5	17.5	-	15.5	20.5	14.5	14.5	12.5	32.0	28.0	28.0	24.5	21.5	-	34.0	22.5	36.0
NO. COMPANIES	14	12	6	13	13	-	5	8	5	16	10	7	6	8	11	13	-	6	4	2
NO. EMPLOYEES	17	14	8	26	22	-	10	10	12	47	44	8	9	32	35	39	-	8	7	2

EAST CENTRAL UNITED STATES

Akron-Canton, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	27.2	21.3	20.1	16.8	15.4	15.8	23.6	17.2	18.2	13.2	37.3	33.4	31.2	25.9	23.4	40.8	32.7	29.7	36.5
FIRST QUARTILE	30.0	23.5	19.5	17.5	14.5	10.5	12.5	20.5	14.5	12.5	10.5	32.0	30.0	28.0	23.5	22.5	38.0	28.0	28.0	34.0
MEDIAN	34.0	28.0	21.5	21.5	15.5	14.5	14.5	22.5	15.5	19.5	12.5	38.0	34.0	32.0	28.0	22.5	40.0	34.0	30.0	38.0
THIRD QUARTILE	38.0	30.0	22.5	23.5	19.5	17.5	21.5	28.0	20.5	23.5	14.5	43.0	38.0	34.0	28.0	25.5	47.5	36.0	32.0	40.0
NO. COMPANIES	22	14	16	22	14	8	8	12	14	16	17	13	13	11	15	12	10	8	9	6
NO. EMPLOYEES	22	27	40	73	55	15	38	18	31	143	68	21	65	100	120	141	10	21	34	6

Battle Creek-Kala, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	25.3	22.9	17.7	14.7	20.3	13.9	25.4	19.4	16.5	14.6	37.9	36.4	31.1	25.3	20.6	43.2	30.6	-	-
FIRST QUARTILE	32.0	21.5	19.5	14.5	12.5	12.5	10.5	18.5	14.5	12.5	12.5	34.0	30.0	28.0	22.5	16.5	36.0	30.0	-	-
MEDIAN	34.0	25.5	23.5	15.5	13.5	17.5	13.5	24.5	21.5	18.5	15.5	38.0	36.0	32.0	25.5	18.5	38.0	32.0	-	-
THIRD QUARTILE	40.0	30.0	26.5	22.5	17.5	25.5	16.5	32.0	23.5	19.5	16.5	43.0	43.0	32.0	28.0	23.5	47.5	32.0	-	-
NO. COMPANIES	16	10	7	9	8	3	3	5	7	12	6	7	8	9	12	8	5	6	-	-
NO. EMPLOYEES	17	21	26	36	24	4	5	7	14	57	13	17	38	44	69	20	5	26	-	-

Chicago, IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	27.9	21.9	17.7	14.9	14.4	14.5	20.5	16.3	14.7	12.6	43.9	32.9	29.4	24.6	22.6	42.0	32.2	26.2	37.0
FIRST QUARTILE	30.0	24.5	19.5	16.5	14.5	13.5	11.5	16.5	15.5	13.5	11.5	43.0	30.0	28.0	22.5	20.5	38.0	30.0	24.5	34.0
MEDIAN	36.0	28.0	21.5	17.5	14.5	13.5	12.5	20.5	16.5	14.5	12.5	43.0	32.0	28.0	24.5	21.5	43.0	32.0	25.5	38.0
THIRD QUARTILE	43.0	30.0	23.5	19.5	16.5	14.5	16.5	23.5	17.5	15.5	13.5	47.5	36.0	32.0	26.5	24.5	47.5	34.0	30.0	43.0
NO. COMPANIES	32	19	22	22	22	13	17	17	14	25	16	17	19	17	21	24	10	11	15	11
NO. EMPLOYEES	34	37	86	105	95	28	39	23	76	172	114	45	68	145	162	124	11	31	39	19

Cincinnati, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.5	26.8	20.3	16.9	14.9	13.9	12.3	19.5	15.7	14.2	12.4	34.8	31.0	28.2	23.4	19.8	35.8	32.9	27.4	33.2
FIRST QUARTILE	25.5	21.5	17.5	14.5	12.5	12.5	10.5	16.5	13.5	12.5	10.5	34.0	28.0	25.5	20.5	16.5	34.0	32.0	25.5	28.0
MEDIAN	32.0	28.0	19.5	16.5	14.5	13.5	12.5	18.5	15.5	13.5	12.5	36.0	30.0	28.0	22.5	19.5	36.0	34.0	28.0	32.0
THIRD QUARTILE	36.0	32.0	21.5	18.5	16.5	16.5	12.5	21.5	17.5	17.5	14.5	38.0	32.0	30.0	25.5	22.5	40.0	36.0	30.0	36.0
NO. COMPANIES	34	25	22	36	27	5	6	18	18	34	20	14	14	21	25	22	12	7	9	8
NO. EMPLOYEES	36	45	31	86	67	7	14	24	26	157	63	19	48	74	149	116	13	17	20	8

Cleveland, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.0	26.3	19.7	15.9	14.2	12.9	14.8	19.3	14.9	13.9	11.4	38.3	31.6	27.7	23.8	21.1	25.0	29.9	23.8	-
FIRST QUARTILE	32.0	22.5	16.5	14.5	12.5	9.5	11.5	15.5	14.5	12.5	10.5	32.0	30.0	25.5	22.5	19.5	17.5	25.5	21.5	-
MEDIAN	34.0	25.5	19.5	15.5	13.5	11.5	12.5	19.5	14.5	13.5	11.5	38.0	32.0	28.0	24.5	21.5	17.5	32.0	24.5	-
THIRD QUARTILE	40.0	30.0	21.5	17.5	15.5	17.5	17.5	20.5	15.5	14.5	12.5	43.0	34.0	30.0	26.5	23.5	34.0	34.0	26.5	-
NO. COMPANIES	18	15	17	17	17	6	6	9	11	17	10	13	16	19	18	18	5	11	7	-
NO. EMPLOYEES	22	25	31	49	46	7	10	12	29	58	85	24	53	97	79	71	19	15	15	-

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer Analyst	SYSTEMS ANALYST Programmer Analyst	PROGRAMMER ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Columbus, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.9	24.9	17.9	16.2	14.4	14.0	13.2	19.0	14.0	12.1	10.9	38.5	33.3	29.1	23.6	20.9	38.1	30.9	25.7	34.9
FIRST QUARTILE	30.0	21.5	15.5	14.5	13.5	12.5	11.5	16.5	12.5	11.5	9.5	36.0	32.0	28.0	22.5	19.5	34.0	30.0	24.5	32.0
MEDIAN	34.0	25.5	17.5	16.5	14.5	13.5	11.5	18.5	13.5	11.5	10.5	38.0	32.0	30.0	23.5	21.5	38.0	32.0	26.5	32.0
THIRD QUARTILE	38.0	28.0	19.5	17.5	14.5	15.5	14.5	20.5	15.5	13.5	11.5	43.0	36.0	32.0	25.5	23.5	43.0	34.0	26.5	40.0
NO. COMPANIES	24	18	17	20	17	13	13	12	16	20	13	20	16	19	21	19	10	11	8	8
NO. EMPLOYEES	25	36	28	60	58	22	26	21	41	96	48	60	76	123	129	123	10	28	45	9

Dayton, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.2	27.4	-	17.3	15.0	14.1	-	18.7	15.4	14.5	13.1	35.4	29.1	28.2	24.6	19.8	32.0	27.7	28.3	-
FIRST QUARTILE	26.5	21.5	-	12.5	12.5	10.5	-	15.5	13.5	12.5	11.5	32.0	25.5	25.5	23.5	17.5	30.0	26.5	26.5	-
MEDIAN	32.0	28.0	-	17.5	15.5	12.5	-	18.5	13.5	14.5	12.5	36.0	28.0	28.0	24.5	18.5	30.0	26.5	26.5	-
THIRD QUARTILE	40.0	34.0	-	22.5	17.5	18.5	-	20.5	17.5	16.5	15.5	36.0	32.0	32.0	26.5	20.5	34.0	30.0	30.0	-
NO. COMPANIES	14	11	-	10	12	5	-	8	9	13	9	6	7	14	13	14	2	3	1	-
NO. EMPLOYEES	15	11	-	31	39	5	-	12	14	64	42	11	30	58	57	80	2	3	2	-

Detroit Area, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.6	24.3	20.4	16.9	14.7	-	13.8	20.3	16.2	13.9	13.6	42.1	35.5	32.2	27.0	23.7	40.0	32.8	27.9	-
FIRST QUARTILE	30.0	20.5	18.5	14.5	12.5	-	11.5	15.5	15.5	12.5	12.5	36.0	32.0	30.0	24.5	19.5	38.0	30.0	28.0	-
MEDIAN	38.0	23.5	20.5	16.5	14.5	-	13.5	16.5	15.5	13.5	13.5	43.0	36.0	32.0	25.5	25.5	40.0	32.0	28.0	-
THIRD QUARTILE	40.0	28.0	21.5	18.5	17.5	-	16.5	24.5	18.5	15.5	14.5	43.0	36.0	34.0	30.0	26.5	43.0	36.0	30.0	-
NO. COMPANIES	11	8	6	9	10	-	4	6	4	7	10	5	9	9	8	11	3	3	2	-
NO. EMPLOYEES	12	18	28	50	29	-	16	8	12	45	29	8	24	32	46	53	5	10	5	-

Evansville, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.5	20.3	17.0	13.5	13.5	-	12.2	-	11.7	12.5	10.7	30.9	-	21.9	21.4	15.8	43.8	28.1	24.5	23.0
FIRST QUARTILE	22.5	19.5	15.5	11.5	11.5	-	11.5	-	10.5	9.5	9.5	25.5	-	19.5	19.5	12.5	40.0	18.5	17.5	20.5
MEDIAN	28.0	20.5	15.5	13.5	12.5	-	11.5	-	12.5	12.5	10.5	32.0	-	21.5	21.5	15.5	40.0	28.0	28.0	20.5
THIRD QUARTILE	32.0	20.5	18.5	14.5	15.5	-	13.5	-	12.5	15.5	11.5	34.0	-	24.5	24.5	18.5	47.5	32.0	28.0	25.5
NO. COMPANIES	16	7	6	12	8	-	3	-	5	11	10	7	-	7	7	10	2	3	3	2
NO. EMPLOYEES	16	9	6	18	16	-	6	-	5	23	25	9	-	17	14	20	2	4	3	2

Fort Wayne, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.2	23.8	17.9	16.6	13.8	16.5	18.9	17.7	13.8	13.3	11.0	33.4	34.8	28.4	23.0	17.8	32.8	28.6	23.9	31.6
FIRST QUARTILE	25.5	19.5	15.5	13.5	12.5	13.5	11.5	14.5	12.5	11.5	9.5	28.0	30.0	25.5	21.5	15.5	24.5	24.5	18.5	26.5
MEDIAN	32.0	24.5	17.5	16.5	14.5	13.5	23.5	17.5	13.5	11.5	10.5	32.0	34.0	28.0	22.5	16.5	34.0	28.0	21.5	32.0
THIRD QUARTILE	34.0	26.5	20.5	19.5	14.5	19.5	24.5	21.5	14.5	13.5	12.5	36.0	38.0	32.0	25.5	19.5	43.0	32.0	28.0	34.0
NO. COMPANIES	24	10	12	15	17	2	8	9	6	19	12	11	5	11	21	19	7	8	5	5
NO. EMPLOYEES	24	12	22	29	47	2	39	13	14	47	33	18	21	42	74	40	7	15	8	5

Indianapolis, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	24.7	18.8	18.1	16.7	14.2	14.1	18.5	14.9	12.5	11.5	38.6	35.3	29.4	23.5	18.4	36.7	33.8	28.0	39.4
FIRST QUARTILE	28.0	20.5	14.5	14.5	12.5	13.5	14.5	11.5	13.5	11.5	9.5	32.0	30.0	23.5	21.5	17.5	32.0	30.0	25.5	32.0
MEDIAN	38.0	23.5	17.5	16.5	15.5	13.5	15.5	18.5	14.5	11.5	11.5	32.0	32.0	30.0	23.5	18.5	38.0	32.0	25.5	38.0
THIRD QUARTILE	40.0	25.5	21.5	20.5	21.5	16.5	15.5	25.5	16.5	13.5	14.5	43.0	38.0	39.0	25.5	19.5	40.0	38.0	30.0	40.0
NO. COMPANIES	12	7	9	11	10	4	4	5	6	9	8	7	8	10	11	8	3	4	3	4
NO. EMPLOYEES	12	9	19	41	36	6	13	7	9	41	45	15	40	107	118	50	3	9	15	4

Lansing, MI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.4	27.3	19.3	16.6	13.6	–	–	27.3	18.5	12.8	–	–	30.9	26.9	23.0	17.4	26.6	–	–	–
FIRST QUARTILE	28.0	18.5	15.5	12.5	10.5	–	–	20.5	15.5	11.5	–	–	28.0	24.5	19.5	16.5	24.5	–	–	–
MEDIAN	30.0	20.5	18.5	14.5	13.5	–	–	20.5	16.5	11.5	–	–	30.0	26.5	21.5	17.5	24.5	–	–	–
THIRD QUARTILE	36.0	32.0	21.5	17.5	15.5	–	–	34.0	21.5	13.5	–	–	36.0	30.0	23.5	18.5	32.0	–	–	–
NO. COMPANIES	7	4	4	7	7	–	–	2	4	5	–	–	4	5	4	5	3	–	–	–
NO. EMPLOYEES	7	9	6	10	13	–	–	2	6	20	–	–	7	27	12	11	7	–	–	–

North/West Chicago, IL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.1	25.8	20.5	17.7	16.2	15.4	13.1	21.4	15.7	14.1	13.0	45.6	35.4	36.6	27.4	22.8	45.8	35.3	29.2	40.7
FIRST QUARTILE	32.0	21.5	17.5	15.5	14.5	12.5	10.5	19.5	13.5	12.5	11.5	43.0	32.0	32.0	25.5	20.5	43.0	32.0	25.5	34.0
MEDIAN	38.0	25.5	19.5	16.5	15.5	16.5	13.5	21.5	16.5	14.5	12.5	47.5	34.0	36.0	28.0	22.5	43.0	36.0	30.0	43.0
THIRD QUARTILE	43.0	28.0	24.5	19.5	17.5	18.5	15.5	23.5	17.5	15.5	15.5	47.5	38.0	40.0	30.0	24.5	47.5	40.0	32.0	47.5
NO. COMPANIES	12	9	16	12	9	6	8	11	9	9	10	11	12	15	14	12	7	7	6	5
NO. EMPLOYEES	12	11	45	46	50	7	15	16	16	66	33	30	34	147	106	83	9	17	14	6

Peoria, IL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.9	26.9	19.8	15.0	13.7	–	14.3	24.2	17.5	12.3	12.4	35.8	32.6	27.3	23.6	19.8	–	27.8	22.9	35.3
FIRST QUARTILE	26.5	24.5	16.5	13.5	12.5	–	13.5	16.5	13.5	11.5	10.5	30.0	28.0	25.5	22.5	18.5	–	26.5	21.5	34.0
MEDIAN	32.0	25.5	19.5	14.5	13.5	–	13.5	23.5	17.5	11.5	11.5	32.0	32.0	28.0	23.5	19.5	–	30.0	21.5	36.0
THIRD QUARTILE	38.5	32.0	22.5	17.5	14.5	–	14.5	30.0	20.5	12.5	13.5	36.0	36.0	30.0	25.5	21.5	–	32.0	24.5	36.0
NO. COMPANIES	10	7	10	11	6	–	3	8	7	13	7	6	7	7	9	8	–	4	2	6
NO. EMPLOYEES	10	9	13	19	26	–	4	10	18	48	14	48	20	31	41	49	–	9	14	6

Rockford, IL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.8	23.1	17.8	15.8	15.9	–	11.0	–	14.5	12.4	–	30.2	26.0	26.2	19.5	19.7	35.0	30.0	–	–
FIRST QUARTILE	30.0	20.5	13.5	14.5	13.5	–	10.5	–	13.5	10.5	–	28.0	23.5	24.5	17.5	16.5	34.0	28.0	–	–
MEDIAN	34.0	23.5	16.5	15.5	15.5	–	10.5	–	14.5	11.5	–	28.0	26.5	25.5	18.5	19.5	34.0	28.0	–	–
THIRD QUARTILE	40.0	25.5	21.5	17.5	17.5	–	11.5	–	15.5	14.5	–	32.0	28.0	28.0	21.5	23.5	36.0	32.0	–	–
NO. COMPANIES	9	7	5	7	4	–	1	–	3	7	–	6	2	4	8	8	2	2	–	–
NO. EMPLOYEES	9	7	7	13	5	–	2	–	3	10	–	8	3	6	26	10	2	2	–	–

Toledo Area, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	24.0	18.6	17.7	12.7	16.0	15.5	20.8	17.3	14.6	13.2	34.0	30.2	28.2	24.0	21.3	34.8	30.0	26.3	32.9
FIRST QUARTILE	28.0	19.5	15.5	14.5	10.5	13.5	14.5	16.5	16.5	13.5	10.5	28.0	24.5	23.5	21.5	18.5	32.0	26.5	25.5	24.5
MEDIAN	34.0	23.5	17.5	16.5	12.5	13.5	15.5	19.5	17.5	14.5	12.5	34.0	32.0	30.0	24.5	21.5	34.0	28.0	28.0	28.0
THIRD QUARTILE	40.0	26.5	21.5	20.5	14.5	18.5	18.5	22.5	18.5	15.5	15.5	38.0	32.0	30.0	25.5	23.5	38.6	34.0	30.0	36.0
NO. COMPANIES	29	20	14	23	17	2	7	14	7	29	16	17	13	21	21	21	8	7	9	8
NO. EMPLOYEES	29	20	32	65	38	6	18	16	9	78	48	22	27	64	68	74	9	10	13	8

West Michigan

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	29.1	19.4	18.3	15.7	18.4	15.6	–	17.1	13.9	13.0	39.8	34.6	30.0	25.1	19.2	39.6	28.8	25.6	36.5
FIRST QUARTILE	28.0	24.5	16.5	17.5	15.5	18.5	14.5	–	16.5	13.5	10.5	38.0	34.0	26.5	22.5	17.5	38.0	26.5	24.5	30.0
MEDIAN	38.3	26.5	20.5	18.5	16.5	19.5	15.5	–	16.5	13.5	13.5	40.0	36.0	30.0	24.5	18.5	38.0	30.0	24.5	38.0
THIRD QUARTILE	43.0	34.0	22.5	19.5	16.5	19.5	16.5	–	17.5	15.5	14.5	43.0	36.0	32.0	28.0	20.5	43.0	32.0	28.0	40.0
NO. COMPANIES	11	7	9	9	8	3	4	–	10	11	10	9	10	7	9	13	5	5	5	5
NO. EMPLOYEES	11	11	15	38	23	7	10	–	16	58	26	24	37	46	81	27	10	19	17	6

WEST CENTRAL UNITED STATES

Bismarck-Mandan, ND

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.1	22.1	16.8	15.1	14.3	13.0	–	16.3	13.3	11.8	11.2	35.8	29.7	24.8	21.0	18.2	32.9	–	20.1	35.0
FIRST QUARTILE	24.5	19.5	11.5	13.5	13.5	10.5	–	15.5	12.5	10.5	10.5	32.0	28.0	23.5	19.5	15.5	30.0	–	19.5	30.0
MEDIAN	30.0	20.5	16.5	14.5	13.5	12.5	–	17.5	13.5	11.5	11.5	38.0	30.0	24.5	19.5	17.5	34.0	–	20.5	32.0
THIRD QUARTILE	32.0	22.5	19.5	16.5	15.5	13.5	–	17.5	14.5	12.5	12.5	40.0	32.0	26.5	22.5	19.5	34.0	–	20.5	43.0
NO. COMPANIES	5	4	5	6	5	3	–	3	1	8	6	5	4	4	4	6	3	–	2	2
NO. EMPLOYEES	7	6	12	18	12	4	–	5	24	52	10	8	17	30	26	32	7	–	5	3

	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer Analyst	SYSTEMS ANALYST Sr. Programmer Analyst	PROGRAMMER ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

Cedar Rapids, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	26.8	23.1	-	19.1	14.2	11.5	10.5	18.5	-	-	12.8	34.8	30.4	27.1	22.3	18.4	37.0	30.8	24.5	-
FIRST QUARTILE	21.5	23.5	-	16.5	12.5	10.5	9.5	14.5	-	-	11.5	32.0	26.5	25.5	19.5	17.5	34.0	30.0	17.5	-
MEDIAN	25.5	24.5	-	20.5	14.5	10.5	10.5	18.5	-	-	12.5	32.0	30.0	26.5	21.5	18.5	34.0	30.0	25.5	-
THIRD QUARTILE	32.0	25.5	-	21.5	15.5	12.5	11.5	20.5	-	-	13.5	40.0	34.0	28.0	25.5	19.5	43.0	32.0	30.0	-
NO. COMPANIES	9	5	-	5	7	2	2	4	-	-	5	6	3	5	9	6	3	3	5	-
NO. EMPLOYEES	9	5	-	9	20	4	3	4	-	-	8	6	7	14	44	19	3	5	11	-

Central Wisconsin

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.8	26.7	20.8	18.0	17.0	21.0	-	15.9	14.1	13.0	10.9	38.5	30.8	26.2	20.4	17.8	-	30.0	24.1	-
FIRST QUARTILE	28.0	22.5	13.5	16.5	15.5	20.5	-	14.5	12.5	11.5	9.5	36.0	28.0	24.5	18.5	15.5	-	28.0	21.5	-
MEDIAN	28.0	26.5	23.5	18.5	16.5	20.5	-	15.5	14.5	12.5	10.5	38.0	30.0	24.5	19.5	18.5	-	30.0	21.5	-
THIRD QUARTILE	40.0	28.0	24.5	19.5	17.5	21.5	-	16.5	14.5	14.5	12.5	40.0	32.0	26.5	21.5	19.5	-	30.0	28.0	-
NO. COMPANIES	8	7	4	9	2	2	-	6	7	10	9	2	3	3	7	5	-	3	2	-
NO. EMPLOYEES	8	10	7	19	4	2	-	7	9	36	28	13	40	45	48	35	-	6	7	-

Des Moines, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.2	24.5	19.4	16.7	13.9	13.2	13.1	16.2	15.0	12.3	10.8	35.4	30.4	27.1	21.8	19.2	34.4	29.8	25.3	33.2
FIRST QUARTILE	26.5	19.5	16.5	14.5	12.5	11.5	11.5	14.5	12.5	11.5	10.5	32.0	26.5	24.5	19.5	16.5	30.0	26.5	23.5	30.0
MEDIAN	30.0	23.5	19.5	16.5	13.5	13.5	12.5	15.5	14.5	11.5	10.5	34.0	30.0	26.5	20.5	18.5	34.0	30.0	25.5	32.0
THIRD QUARTILE	36.0	28.0	21.5	18.5	14.5	13.5	14.5	16.5	16.5	13.5	11.5	40.0	34.0	30.0	23.5	21.5	38.0	34.0	28.0	38.0
NO. COMPANIES	45	31	21	41	37	22	17	25	22	41	23	32	26	36	39	34	16	20	14	13
NO. EMPLOYEES	47	44	39	127	125	46	76	33	33	285	185	68	100	236	319	203	19	33	25	14

Duluth Area, MN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.9	22.3	-	15.7	13.5	15.2	-	16.0	-	12.6	10.8	33.8	36.8	31.5	29.0	20.7	-	-	23.0	-
FIRST QUARTILE	25.5	12.5	-	14.5	12.5	14.5	-	13.5	-	10.5	10.5	24.5	36.0	28.0	28.0	19.5	-	-	19.5	-
MEDIAN	30.0	18.5	-	14.5	12.5	14.5	-	13.5	-	11.5	10.5	24.5	38.0	30.0	28.0	20.5	-	-	22.5	-
THIRD QUARTILE	32.0	36.0	-	17.5	14.5	16.5	-	18.5	-	13.5	11.5	43.0	38.0	32.0	30.0	23.5	-	-	24.5	-
NO. COMPANIES	4	3	-	5	2	2	-	2	-	4	2	2	1	3	1	3	-	-	2	-
NO. EMPLOYEES	4	3	-	17	2	3	-	2	-	18	3	2	5	4	9	16	-	-	4	-

Fargo-Moorhead, ND

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	26.6	22.5	13.5	13.1	-	-	11.3	-	13.7	11.3	-	33.5	26.0	22.2	19.8	16.7	-	-	-	-
FIRST QUARTILE	19.5	19.5	11.5	11.5	-	-	10.5	-	13.5	10.5	-	32.0	21.5	17.5	17.5	13.5	-	-	-	-
MEDIAN	24.5	20.5	12.5	12.5	-	-	11.5	-	14.5	10.5	-	32.0	26.5	23.5	19.5	17.5	-	-	-	-
THIRD QUARTILE	34.0	28.0	14.5	14.5	-	-	12.5	-	14.5	11.5	-	34.0	30.0	24.5	21.5	18.5	-	-	-	-
NO. COMPANIES	7	6	6	10	-	-	3	-	5	10	-	3	2	5	7	6	-	-	-	-
NO. EMPLOYEES	7	6	6	14	-	-	6	-	5	18	-	4	3	7	12	21	-	-	-	-

Kansas City, MO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	26.7	20.9	15.9	13.0	13.9	12.6	19.6	14.3	13.2	11.4	39.7	33.4	29.3	25.2	22.1	38.5	31.7	26.7	34.1
FIRST QUARTILE	28.0	23.5	18.5	14.5	10.5	14.5	11.5	17.5	13.5	11.5	10.5	34.0	32.0	26.5	22.5	18.5	32.0	25.5	23.5	30.0
MEDIAN	32.0	26.5	20.5	15.5	13.5	14.5	12.5	19.5	14.5	12.5	10.5	43.0	34.0	30.0	24.5	21.5	36.0	34.0	26.5	32.0
THIRD QUARTILE	38.0	30.0	23.5	16.5	14.5	14.5	14.5	20.5	14.5	14.5	12.5	43.0	36.0	32.0	30.0	25.5	43.0	38.0	30.0	43.0
NO. COMPANIES	18	11	10	13	14	6	8	13	10	15	9	11	6	15	13	13	8	8	6	5
NO. EMPLOYEES	18	15	24	36	31	13	25	15	24	53	34	13	21	47	83	53	8	19	14	5

Lincoln, NE

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	26.5	20.5	16.0	13.2	12.9	12.6	13.4	15.8	12.1	10.7	-	35.1	28.2	25.0	20.5	15.9	25.8	25.9	18.8	31.4
FIRST QUARTILE	21.5	17.5	14.5	11.5	11.5	10.5	10.5	13.5	10.5	9.5	-	30.0	26.5	21.5	19.5	14.5	16.5	24.5	12.5	23.5
MEDIAN	26.5	21.5	14.5	12.5	12.5	12.5	12.5	15.5	11.5	10.5	-	34.0	28.0	23.5	20.5	15.5	18.5	25.5	19.5	28.0
THIRD QUARTILE	36.0	21.5	17.5	15.5	13.5	13.5	15.5	17.5	13.5	11.5	-	34.0	30.0	28.0	22.5	17.5	34.0	28.0	24.5	34.0
NO. COMPANIES	19	10	14	18	13	7	10	8	8	15	-	11	6	12	17	19	6	4	2	4
NO. EMPLOYEES	23	18	32	61	40	7	21	12	18	97	-	21	26	36	62	70	12	9	3	4

Madison, WI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	36.0	24.8	20.7	15.7	-	-	20.0	19.5	16.4	-	41.8	34.0	32.0	-	-	-	-	-	-
FIRST QUARTILE	-	34.0	15.5	16.5	14.5	-	-	15.5	13.5	11.5	-	40.0	32.0	28.0	-	-	-	-	-	-
MEDIAN	-	34.0	25.5	21.5	14.5	-	-	15.5	15.5	16.5	-	43.0	32.0	30.0	-	-	-	-	-	-
THIRD QUARTILE	-	38.0	28.0	25.5	17.5	-	-	24.5	24.5	21.5	-	43.0	36.0	36.0	-	-	-	-	-	-
NO. COMPANIES	-	2	2	3	2	-	-	3	4	4	-	2	2	2	-	-	-	-	-	-
NO. EMPLOYEES	-	2	4	15	5	-	-	4	4	9	-	5	8	12	-	-	-	-	-	-

Mid-Missouri

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.1	29.8	18.2	15.2	15.7	16.5	13.5	27.5	14.8	11.7	10.9	39.1	28.1	30.2	21.4	18.7	-	-	-	-
FIRST QUARTILE	24.5	16.5	13.5	12.5	13.5	15.5	12.5	20.5	12.5	10.5	10.5	25.5	20.5	26.5	17.5	16.5	-	-	-	-
MEDIAN	30.0	34.0	14.5	16.5	14.5	16.5	12.5	26.5	14.5	10.5	10.5	36.0	22.5	30.0	22.5	19.5	-	-	-	-
THIRD QUARTILE	43.0	34.0	25.5	17.5	19.5	17.5	15.5	28.0	16.5	13.5	11.5	47.5	36.0	34.0	23.5	20.5	-	-	-	-
NO. COMPANIES	7	4	3	5	5	2	3	3	7	6	6	3	3	6	6	6	-	-	-	-
NO. EMPLOYEES	7	8	6	15	13	3	3	4	9	36	64	4	27	29	36	34	-	-	-	-

Milwaukee, WI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.4	27.0	20.3	20.2	16.4	17.2	15.6	24.9	16.6	14.6	12.7	41.7	35.8	29.5	25.7	21.7	42.5	31.0	27.3	35.4
FIRST QUARTILE	32.0	23.5	17.5	16.5	13.5	13.5	12.5	20.5	14.5	13.5	10.5	34.0	32.0	26.5	23.5	20.5	34.0	24.5	22.5	36.0
MEDIAN	38.0	28.0	20.5	19.5	14.5	17.5	14.5	24.5	16.5	14.5	12.5	43.0	36.0	28.0	25.5	21.5	40.0	32.0	24.5	38.0
THIRD QUARTILE	43.0	32.0	25.5	25.5	19.5	20.5	19.5	32.0	18.5	15.5	13.5	47.5	38.0	32.0	28.0	22.5	43.0	34.0	32.0	38.0
NO. COMPANIES	17	20	15	19	20	7	9	11	13	24	8	14	12	20	20	25	8	10	8	8
NO. EMPLOYEES	17	26	25	45	47	15	19	13	16	113	27	19	47	164	133	166	8	14	22	14

Minneapolis-St. Paul, MN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.6	23.6	18.3	16.2	14.7	12.4	16.0	20.0	14.6	13.4	11.6	37.6	35.7	30.1	24.6	21.6	38.1	31.7	26.2	33.3
FIRST QUARTILE	32.0	19.5	16.5	14.5	12.5	10.5	13.5	17.5	13.5	12.5	10.5	32.0	32.0	28.0	21.5	17.5	34.0	30.0	23.5	30.0
MEDIAN	34.0	23.5	17.5	15.5	14.5	11.5	14.5	20.5	14.5	13.5	11.5	34.0	36.0	30.0	24.5	20.5	38.0	32.0	25.5	32.0
THIRD QUARTILE	40.0	26.5	20.5	17.5	16.5	14.5	17.5	21.5	15.5	14.5	12.5	43.0	40.0	34.0	28.0	25.5	43.0	34.0	30.0	36.0
NO. COMPANIES	46	42	28	48	39	7	16	24	25	57	35	22	19	37	50	43	21	19	15	11
NO. EMPLOYEES	47	52	44	102	88	14	28	25	50	159	81	39	125	216	329	191	24	42	63	13

Omaha, NE

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.7	22.8	18.9	16.3	12.9	11.9	10.2	17.8	15.3	12.3	10.8	36.6	31.8	31.0	24.4	18.9	33.3	-	25.4	37.5
FIRST QUARTILE	23.5	19.5	15.5	12.5	10.5	11.5	9.5	13.5	13.5	11.5	10.5	34.0	28.0	28.0	23.5	16.5	26.5	-	22.5	32.0
MEDIAN	32.0	20.5	17.5	14.5	12.5	11.5	10.5	16.5	14.5	12.5	10.5	36.0	32.0	30.0	24.5	18.5	34.0	-	23.5	32.0
THIRD QUARTILE	34.0	28.0	22.5	18.5	14.5	12.5	10.5	23.5	17.5	12.5	11.5	38.0	34.0	34.0	26.5	21.5	36.0	-	25.5	43.0
NO. COMPANIES	15	9	6	10	15	4	5	3	9	16	11	5	3	7	9	12	5	-	3	2
NO. EMPLOYEES	15	10	7	12	57	11	12	3	18	85	141	8	8	14	39	29	8	-	5	2

Quad Cities

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.7	32.7	17.8	20.4	13.8	16.0	15.9	19.5	18.2	15.3	12.8	37.9	29.8	28.3	21.2	16.3	35.5	28.8	27.3	-
FIRST QUARTILE	22.5	30.0	12.5	18.5	11.5	15.5	15.5	13.5	15.5	13.5	9.5	30.0	26.5	26.5	17.5	16.5	28.0	25.5	24.5	-
MEDIAN	34.0	32.0	16.5	21.5	13.5	15.5	15.5	18.5	19.5	16.5	11.5	38.0	34.0	28.0	21.5	16.5	28.0	25.5	24.5	-
THIRD QUARTILE	36.0	36.0	19.5	24.5	15.5	16.5	18.5	23.5	19.5	17.5	18.5	47.5	34.0	28.0	23.5	17.5	43.0	32.0	30.0	-
NO. COMPANIES	13	3	9	11	7	2	3	6	4	7	7	5	4	8	9	9	2	2	2	-
NO. EMPLOYEES	13	3	12	21	19	2	7	6	7	14	39	5	13	20	18	25	2	2	2	-

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATION	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST Sr Programmer/Analyst	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

St. Louis, MO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.3	23.4	17.3	15.9	14.8	14.0	13.6	19.1	14.4	13.2	11.1	34.3	30.0	30.5	21.9	19.0	31.9	30.1	24.5	33.2
FIRST QUARTILE	32.0	21.5	14.5	13.5	12.5	11.5	11.5	17.5	13.5	11.5	10.5	32.0	28.0	25.5	20.5	17.5	32.0	28.0	22.5	30.0
MEDIAN	36.0	22.5	17.5	16.5	15.5	13.5	13.5	19.5	14.5	12.5	11.5	34.0	30.0	28.0	21.5	18.5	34.0	32.0	25.5	34.0
THIRD QUARTILE	43.0	24.5	19.5	18.5	15.5	14.5	15.5	20.5	16.5	14.5	11.5	36.0	32.0	32.0	23.5	19.5	36.0	32.0	26.5	36.0
NO. COMPANIES	9	8	9	9	6	3	6	10	8	11	5	4	7	10	7	6	6	4	6	4
NO. EMPLOYEES	9	13	16	25	11	4	10	12	9	55	19	16	31	62	42	22	6	5	11	5

Southern Minnesota

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.5	19.2	19.0	20.2	13.7	–	–	–	–	–	11.5	–	–	–	22.5	–	–	28.9	23.2	–
FIRST QUARTILE	21.5	16.5	16.5	15.5	12.5	–	–	–	–	–	10.5	–	–	–	21.5	–	–	21.5	21.5	–
MEDIAN	26.5	17.5	16.5	22.5	15.5	–	–	–	–	–	11.5	–	–	–	22.5	–	–	30.0	21.5	–
THIRD QUARTILE	30.0	23.5	23.5	23.5	15.5	–	–	–	–	–	12.5	–	–	–	23.5	–	–	32.0	24.5	–
NO. COMPANIES	4	3	4	3	5	–	–	–	–	–	2	–	–	–	2	–	–	3	3	–
NO. EMPLOYEES	4	3	6	7	9	–	–	–	–	–	7	–	–	–	5	–	–	4	12	–

Topeka, KS

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.4	20.4	18.5	15.6	13.3	14.6	11.4	14.9	15.1	11.6	11.8	33.6	31.3	26.6	23.4	20.3	37.9	28.3	20.8	26.4
FIRST QUARTILE	28.0	17.5	12.5	12.5	10.5	12.5	9.5	13.5	12.5	9.5	10.5	30.0	26.5	23.5	20.5	18.5	36.0	23.5	14.5	14.5
MEDIAN	34.0	21.5	18.5	15.5	11.5	15.5	10.5	14.5	14.5	11.5	10.5	32.0	32.0	26.5	22.5	20.5	36.0	26.5	16.5	30.0
THIRD QUARTILE	36.0	23.5	22.5	17.5	17.5	16.5	12.5	16.5	18.5	13.5	12.5	40.0	36.0	28.0	25.5	22.5	38.0	30.0	28.0	34.0
NO. COMPANIES	11	7	8	13	10	6	6	9	10	14	10	8	8	11	11	11	6	6	4	4
NO. EMPLOYEES	11	9	16	31	17	7	32	9	12	70	27	9	20	37	37	45	6	13	6	5

Wichita, KS

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.3	24.0	18.2	17.2	15.4	–	12.6	18.9	15.3	14.0	12.8	38.0	34.5	28.7	23.6	19.6	36.6	30.0	27.3	34.3
FIRST QUARTILE	28.0	21.5	15.5	16.5	14.5	–	11.5	16.5	14.5	12.5	12.5	34.0	28.0	26.5	21.5	18.5	32.0	24.5	24.5	34.0
MEDIAN	32.0	22.5	17.5	16.5	15.5		11.5	19.5	15.5	13.5	12.5	38.0	32.0	30.0	22.5	19.5	34.0	28.0	25.5	34.0
THIRD QUARTILE	38.0	26.5	20.5	17.5	15.5	–	13.5	21.5	16.5	14.5	13.5	40.0	38.0	30.0	25.5	20.5	43.0	32.0	30.0	43.0
NO. COMPANIES	11	7	8	10	11	–	4	8	10	14	11	10	5	11	10	14	7	7	5	6
NO. EMPLOYEES	12	12	15	22	26	–	13	9	15	47	37	13	12	29	40	51	7	8	7	6

SOUTHERN UNITED STATES

Atlanta, GA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.1	18.7	18.8	14.8	13.8	17.5	11.0	17.8	14.4	11.4	11.2	35.5	29.0	23.6	22.7	16.0	37.5	30.5	26.8	33.3
FIRST QUARTILE	26.0	16.5	16.5	13.5	12.5	14.5	9.5	16.5	12.5	10.5	9.5	32.0	25.5	22.5	20.5	13.5	32.0	25.5	22.5	30.0
MEDIAN	28.0	20.5	18.5	14.5	13.5	14.5	9.5	17.5	14.5	10.5	11.5	36.0	28.0	24.5	22.5	13.5	32.0	26.5	24.5	34.0
THIRD QUARTILE	30.0	20.5	22.5	15.5	14.5	20.5	12.5	19.5	15.5	11.5	12.5	38.0	34.0	25.5	24.5	19.5	43.0	34.0	30.0	36.0
NO. COMPANIES	5	6	3	6	5	2	2	3	5	4	3	6	5	4	6	8	2	3	2	2
NO. EMPLOYEES	5	9	11	18	32	2	2	3	8	17	17	14	14	28	30	47	2	4	6	3

Baltimore, MD

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.0	25.8	19.6	15.8	15.1	15.5	15.7	19.8	15.3	14.1	12.7	37.9	32.9	28.4	24.1	19.7	40.0	35.5	29.4	38.7
FIRST QUARTILE	32.0	23.5	17.5	14.5	14.5	13.5	13.5	16.5	14.5	12.5	11.5	36.0	30.0	28.0	22.5	18.5	38.0	32.0	28.0	30.0
MEDIAN	36.0	26.5	18.5	14.5	15.5	15.5	15.5	18.5	15.5	14.5	12.5	36.0	32.0	28.0	24.5	20.5	40.0	36.0	30.0	43.0
THIRD QUARTILE	38.0	26.5	22.5	16.5	15.5	16.5	18.5	24.5	16.5	14.5	14.5	43.0	34.0	30.0	25.5	21.5	43.0	40.0	32.0	43.0
NO. COMPANIES	14	6	10	9	8	6	8	10	7	17	7	9	9	11	13	9	5	5	4	3
NO. EMPLOYEES	14	6	18	15	21	8	21	11	20	38	27	19	34	52	89	57	5	12	8	3

Birmingham, AL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	26.5	18.3	15.3	-	-	-	-	16.8	15.3	12.4	35.7	30.3	-	25.5	19.9	-	36.7	-	-
FIRST QUARTILE	-	21.5	15.5	14.5	-	-	-	-	13.5	11.5	9.5	32.0	25.5	-	22.5	16.5	-	36.0	-	-
MEDIAN	-	28.0	19.5	14.5	-	-	-	-	16.5	16.5	13.5	32.0	30.0	-	22.5	16.5	-	36.0	-	-
THIRD QUARTILE	-	30.0	19.5	15.5	-	-	-	-	20.5	17.5	14.5	43.0	38.0	-	32.0	24.5	-	38.0	-	-
NO. COMPANIES	-	3	4	4	-	-	-	-	3	4	3	3	4	-	4	3	-	2	-	-
NO. EMPLOYEES	-	3	8	8	-	-	-	-	3	13	10	3	6	-	6	8	-	3	-	-

Charlotte, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	21.0	16.6	15.4	14.3	12.8	13.0	18.2	14.0	11.8	11.0	36.6	32.2	28.3	25.6	21.0	39.6	31.6	27.4	-
FIRST QUARTILE	30.0	20.5	15.5	13.5	13.5	11.5	12.5	16.5	13.5	11.5	9.5	34.0	28.0	26.5	23.5	20.5	32.0	28.0	25.5	-
MEDIAN	32.0	21.5	16.5	15.5	14.5	12.5	13.5	17.5	13.5	11.5	9.5	36.0	30.0	28.0	25.5	20.5	36.0	32.0	28.0	-
THIRD QUARTILE	36.0	22.5	17.5	16.5	15.5	13.5	13.5	19.5	14.5	12.5	12.5	38.0	36.0	30.0	26.5	21.5	43.0	34.0	30.0	-
NO. COMPANIES	11	10	10	11	12	7	3	9	10	13	6	8	6	8	11	10	4	6	4	-
NO. EMPLOYEES	12	20	20	34	40	11	13	11	13	78	21	10	21	42	56	43	4	7	14	-

Chattanooga, TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.9	23.6	20.3	-	13.2	-	13.5	17.4	15.9	14.3	12.0	35.4	34.6	32.4	25.7	19.5	39.4	30.0	30.0	30.6
FIRST QUARTILE	28.0	20.5	16.5	-	11.5	-	10.5	14.5	13.5	11.5	10.5	30.0	32.0	30.0	22.5	17.5	40.0	28.0	26.5	13.5
MEDIAN	34.0	22.5	16.5	-	12.5	-	12.5	17.5	16.5	13.5	11.5	32.0	34.0	32.0	25.5	19.5	43.0	28.0	30.0	28.0
THIRD QUARTILE	43.0	24.5	26.5	-	14.5	-	15.5	22.5	16.5	14.5	13.5	43.0	36.0	34.0	26.5	21.5	43.0	32.0	32.0	38.0
NO. COMPANIES	13	6	5	-	4	-	5	6	5	10	5	4	4	8	8	9	3	2	5	4
NO. EMPLOYEES	15	11	7	-	27	-	14	9	8	26	41	7	10	28	34	53	5	2	12	4

Dallas, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	25.5	20.0	16.6	13.7	13.4	13.8	23.1	17.6	14.4	12.6	41.9	35.4	29.8	26.2	22.4	42.2	34.5	27.5	41.6
FIRST QUARTILE	28.0	21.5	16.5	14.5	11.5	11.5	10.5	18.5	15.5	13.5	11.5	38.0	32.0	25.5	21.5	18.5	36.0	32.0	24.5	40.0
MEDIAN	32.0	23.5	18.5	16.5	13.5	12.5	13.5	22.5	17.5	14.5	12.5	43.0	36.0	28.0	24.5	21.5	43.0	34.0	26.5	43.0
THIRD QUARTILE	43.0	26.5	21.5	17.5	15.5	15.5	15.5	24.5	18.5	15.5	13.5	43.0	38.0	32.0	30.0	25.5	47.5	36.0	30.0	43.0
NO. COMPANIES	28	22	20	25	23	15	13	24	18	23	18	19	15	18	18	21	14	12	11	7
NO. EMPLOYEES	32	48	50	129	113	34	55	41	83	227	159	54	117	209	211	231	23	64	45	10

East Tennessee

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.5	21.6	16.5	14.3	13.1	-	16.0	18.2	-	13.2	-	34.5	26.8	29.1	22.5	18.3	-	27.5	21.5	-
FIRST QUARTILE	19.5	14.5	12.5	11.5	12.5	-	10.5	9.5	-	9.5	-	28.0	22.5	28.0	20.5	16.5	-	22.5	18.5	-
MEDIAN	28.0	15.5	12.5	11.5	13.5	-	10.5	22.5	-	10.5	-	34.0	22.5	28.0	22.5	16.5	-	28.0	18.5	-
THIRD QUARTILE	38.0	22.5	18.5	17.5	14.5	-	21.5	22.5	-	16.5	-	36.0	30.0	30.0	25.5	21.5	-	32.0	24.5	-
NO. COMPANIES	3	4	3	5	4	-	2	3	-	5	-	4	2	4	4	2	-	3	2	-
NO. EMPLOYEES	3	6	4	11	5	-	2	3	-	9	-	4	4	8	5	8	-	3	2	-

Fort Worth, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.7	24.3	20.6	17.7	15.1	13.9	16.2	24.2	17.3	15.6	12.5	41.7	35.0	31.5	26.9	23.5	44.8	39.0	32.9	47.9
FIRST QUARTILE	30.0	21.5	18.5	15.5	12.5	12.5	13.5	20.5	14.5	11.5	10.5	38.0	30.0	28.0	22.5	21.5	38.0	34.0	28.0	34.0
MEDIAN	36.0	22.5	18.5	16.5	14.5	13.5	15.5	21.5	16.5	13.5	12.5	38.0	34.0	32.0	28.0	25.5	43.0	38.0	34.0	47.5
THIRD QUARTILE	43.0	24.5	23.5	19.5	16.5	15.5	18.5	32.0	21.5	15.5	13.5	43.0	40.0	34.0	30.0	26.5	47.5	43.0	34.0	47.5
NO. COMPANIES	15	8	10	13	10	6	8	9	8	13	11	10	8	9	14	8	5	6	6	4
NO. EMPLOYEES	15	13	14	34	36	10	28	9	10	44	61	14	32	56	79	41	5	13	9	4

Greater Knoxville, TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.8	36.5	19.7	18.2	17.1	21.2	-	-	-	-	-	41.5	35.5	28.7	28.7	23.4	42.2	30.4	26.6	-
FIRST QUARTILE	43.0	36.0	19.5	17.5	16.5	16.5	-	-	-	-	-	40.0	34.0	28.0	28.0	23.5	40.0	28.0	25.5	-
MEDIAN	43.0	38.0	19.5	18.5	17.5	23.5	-	-	-	-	-	43.0	34.0	28.0	30.0	24.5	43.0	30.0	26.5	-
THIRD QUARTILE	43.0	38.0	20.5	18.5	17.5	23.5	-	-	-	-	-	43.0	36.0	30.0	30.0	24.5	43.0	32.0	28.0	-
NO. COMPANIES	3	2	3	2	3	2	-	-	-	-	-	4	2	3	3	3	3	2	2	-
NO. EMPLOYEES	124	19	15	42	63	3	-	-	-	-	-	38	32	105	232	97	37	36	45	-

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST Sr Programmer/Analyst	PROGRAMMER ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Greater Orlando, FL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.6	25.4	18.8	15.0	13.5	15.2	14.9	17.9	13.8	14.0	10.7	39.3	30.5	28.0	24.9	18.5	38.6	31.0	24.8	32.7
FIRST QUARTILE	32.0	22.5	17.5	13.5	10.5	13.5	13.5	14.5	10.5	12.5	9.5	34.0	28.0	25.5	22.5	16.5	38.0	26.5	22.5	26.5
MEDIAN	38.0	23.5	18.5	14.5	13.5	15.5	13.5	17.5	10.5	14.5	10.5	38.0	30.0	28.0	25.5	18.5	38.0	30.0	22.5	30.0
THIRD QUARTILE	43.0	26.5	20.5	16.5	15.5	16.5	16.5	20.5	17.5	15.5	11.5	40.0	34.0	30.0	28.0	22.5	40.0	36.0	28.0	38.0
NO. COMPANIES	7	6	6	10	8	3	6	5	4	7	3	5	7	7	10	5	5	6	5	6
NO. EMPLOYEES	7	8	18	24	24	5	8	5	6	35	10	5	21	34	71	19	5	20	9	6

Greensboro, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6	20.9	15.3	13.8	13.4	-	12.5	-	14.9	12.0	10.2	36.4	29.6	27.8	24.4	18.6	38.5	-	25.6	-
FIRST QUARTILE	28.0	17.5	13.5	10.5	12.5	-	10.5	-	14.5	10.5	9.5	30.0	28.0	25.5	22.5	17.5	34.0	-	24.5	-
MEDIAN	32.0	19.5	13.5	14.5	13.5	-	10.5	-	14.5	11.5	9.5	34.0	30.0	28.0	24.5	18.5	34.0	-	25.5	-
THIRD QUARTILE	36.0	23.5	17.5	15.5	14.5	-	15.5	-	15.5	13.5	10.5	43.0	32.0	30.0	26.5	19.5	47.5	-	28.0	-
NO. COMPANIES	7	7	3	5	7	-	3	-	4	6	4	6	4	5	5	6	3	-	5	-
NO. EMPLOYEES	8	8	6	15	14	-	7	-	5	32	7	11	13	22	31	21	3	-	6	-

Greenville, SC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.1	22.5	16.6	-	10.8	10.2	12.5	21.5	14.0	11.2	10.0	37.8	29.1	24.7	21.1	-	-	-	-	-
FIRST QUARTILE	25.5	19.5	14.5	-	9.5	9.5	9.5	18.5	12.5	9.5	9.5	30.0	28.0	23.5	20.5	-	-	-	-	-
MEDIAN	28.0	20.5	14.5	-	11.5	10.5	10.5	18.5	12.5	9.5	9.5	36.0	30.0	24.5	20.5	-	-	-	-	-
THIRD QUARTILE	34.0	22.5	17.5	-	11.5	10.5	14.5	24.5	15.5	13.5	10.5	47.5	30.0	25.5	21.5	-	-	-	-	-
NO. COMPANIES	8	3	5	-	3	1	3	2	2	5	4	3	2	2	4	-	-	-	-	-
NO. EMPLOYEES	8	4	8	-	3	3	4	2	2	6	15	3	12	9	24	-	-	-	-	-

Houston, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.4	29.5	18.8	17.3	14.4	17.5	14.9	23.0	17.7	15.2	14.5	42.0	36.8	31.6	28.6	24.0	42.4	33.8	29.8	31.0
FIRST QUARTILE	38.0	28.0	16.5	14.5	13.5	15.5	13.5	22.5	15.5	14.5	13.5	40.0	34.0	28.0	26.5	22.5	40.0	24.5	24.5	23.5
MEDIAN	38.0	30.0	20.5	17.5	14.5	18.5	13.5	23.5	17.5	14.5	13.5	43.0	36.0	32.0	28.0	24.5	43.0	30.0	24.5	36.0
THIRD QUARTILE	43.0	30.0	21.5	18.5	14.5	18.5	16.5	24.5	20.5	15.5	15.5	47.5	38.0	34.0	30.0	25.5	47.5	40.0	32.0	38.0
NO. COMPANIES	10	10	8	12	7	3	4	8	10	10	9	8	8	13	12	6	5	5	4	5
NO. EMPLOYEES	10	14	12	32	17	3	7	9	18	38	63	11	27	50	47	18	5	8	8	5

Jacksonville, FL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.1	25.2	18.7	16.0	13.8	13.1	12.4	20.9	13.9	11.8	11.7	38.0	31.5	27.4	22.4	18.9	34.1	31.4	26.0	-
FIRST QUARTILE	24.5	20.5	18.5	14.5	12.5	9.5	10.5	16.5	13.5	10.5	11.5	34.0	28.0	25.5	21.5	17.5	32.0	26.5	20.5	-
MEDIAN	30.0	24.5	18.5	15.5	13.5	13.5	12.5	17.5	13.5	11.5	11.5	36.0	32.0	26.5	22.5	19.5	32.0	38.0	26.5	-
THIRD QUARTILE	38.0	30.0	20.5	18.5	14.5	16.5	13.5	18.5	14.5	12.5	12.5	43.0	34.0	30.0	23.5	20.5	38.0	34.0	28.0	-
NO. COMPANIES	12	9	9	11	12	6	6	6	5	9	6	6	10	9	10	9	7	5	7	-
NO. EMPLOYEES	13	16	22	35	57	7	21	8	44	29	28	10	27	86	88	71	7	7	12	-

Lexington, KY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	-	-	14.1	-	14.0	-	15.5	-	11.5	-	22.8	35.0	22.9	21.0	18.7	-	31.3	-	-
FIRST QUARTILE	30.0	-	-	11.5	-	12.5	-	12.5	-	10.5	-	22.5	34.0	15.5	15.5	18.5	-	26.5	-	-
MEDIAN	36.0	-	-	12.5	-	12.5	-	12.5	-	11.5	-	22.5	34.0	22.5	22.5	18.5	-	26.5	-	-
THIRD QUARTILE	43.0	-	-	14.5	-	15.5	-	18.5	-	11.5	-	23.5	36.0	28.0	24.5	19.5	-	36.0	-	-
NO. COMPANIES	5	-	-	5	-	2	-	2	-	4	-	3	1	5	5	1	-	1	-	-
NO. EMPLOYEES	5	-	-	8	-	2	-	2	-	7	-	3	6	15	11	5	-	2	-	-

Little Rock, AR

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.7	22.5	15.6	13.9	12.7	11.0	11.6	18.4	14.3	11.9	11.9	38.7	-	27.5	24.2	20.2	-	34.1	25.1	-
FIRST QUARTILE	36.0	19.5	14.5	12.5	11.5	10.5	10.5	15.5	12.5	9.5	11.5	36.0	-	24.5	22.5	17.5	-	30.0	23.5	-
MEDIAN	36.0	22.5	15.5	13.5	12.5	10.5	11.5	16.5	15.5	10.5	12.5	40.0	-	26.5	23.5	19.5	-	32.0	25.5	-
THIRD QUARTILE	38.0	24.5	16.5	14.5	13.5	11.5	12.5	20.5	15.5	14.5	12.5	43.0	-	30.0	25.5	22.5	-	40.0	26.5	-
NO. COMPANIES	6	9	8	8	9	2	8	5	6	6	5	7	-	6	6	8	-	3	3	-
NO. EMPLOYEES	6	14	16	46	25	2	44	9	52	36	29	15	-	62	33	42	-	11	23	-

Nashville, TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.1	24.1	18.3	15.0	13.9	-	13.8	18.2	19.0	13.5	11.0	40.3	27.4	27.7	23.7	20.5	39.0	29.6	25.4	27.5
FIRST QUARTILE	25.5	21.5	16.5	12.5	13.5	-	10.5	14.5	15.5	11.5	9.5	38.0	22.5	25.5	20.5	18.5	38.0	26.5	23.5	18.5
MEDIAN	30.0	22.5	17.5	13.5	13.5	-	13.5	14.5	17.5	13.5	10.5	40.0	30.0	28.0	23.5	19.5	38.0	30.0	24.5	28.0
THIRD QUARTILE	34.0	25.5	18.5	16.5	14.5	-	14.5	22.5	21.5	15.5	11.5	43.0	32.0	30.0	25.5	23.5	40.0	32.0	28.0	36.0
NO. COMPANIES	4	4	2	4	4	-	4	4	2	3	4	3	3	5	5	4	2	4	5	3
NO. EMPLOYEES	4	8	8	24	28	-	12	6	4	27	57	3	14	33	31	52	2	7	10	3

Research Triangle, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.9	23.8	18.0	14.9	13.2	11.1	10.2	16.2	13.4	11.2	10.2	36.4	33.9	28.3	23.7	19.4	37.7	31.5	25.5	-
FIRST QUARTILE	26.5	20.5	15.5	13.5	11.5	9.5	9.5	14.5	12.5	10.5	9.5	34.0	32.0	24.5	20.5	16.5	34.0	28.0	22.5	-
MEDIAN	34.0	23.5	17.5	14.5	13.5	10.5	9.5	15.5	12.5	10.5	9.5	34.0	34.0	28.0	22.5	20.5	38.0	32.0	25.5	-
THIRD QUARTILE	38.0	28.0	19.5	17.5	14.5	11.5	10.5	17.5	13.5	11.5	10.5	40.0	36.0	32.0	25.5	22.5	40.0	34.0	28.0	-
NO. COMPANIES	24	14	10	20	21	8	5	13	14	18	18	8	8	12	14	12	11	10	7	-
NO. EMPLOYEES	25	19	32	60	47	22	41	19	24	94	105	18	25	87	67	39	19	38	42	-

Richmond, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.3	22.8	16.3	14.3	12.6	12.7	13.4	17.5	12.7	12.2	11.0	36.5	32.7	27.0	22.8	19.2	38.7	34.7	29.7	27.8
FIRST QUARTILE	25.5	17.5	14.5	12.5	11.5	9.5	11.5	14.5	12.5	10.5	9.5	32.0	28.0	24.5	21.5	16.5	34.0	30.0	28.0	16.5
MEDIAN	32.0	20.5	15.5	14.5	12.5	11.5	13.5	16.5	12.5	11.5	10.5	34.0	30.0	26.5	22.5	18.5	40.0	34.0	30.0	18.5
THIRD QUARTILE	36.0	28.0	19.5	15.5	13.5	14.5	15.5	19.5	13.5	13.5	11.5	40.0	36.0	28.0	24.5	20.5	43.0	38.0	32.0	40.0
NO. COMPANIES	15	14	14	15	16	9	11	11	6	16	11	12	11	15	15	11	7	9	9	5
NO. EMPLOYEES	16	17	31	50	54	16	55	12	6	99	67	22	41	78	122	48	8	30	31	5

Roanoke, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.6	21.6	17.1	15.8	13.5	12.7	11.7	16.1	-	12.3	10.7	33.1	27.8	24.6	23.2	19.2	42.8	33.0	22.4	22.0
FIRST QUARTILE	26.5	16.5	15.5	13.5	12.5	9.5	10.5	12.5	-	10.5	9.5	28.0	22.5	21.5	22.5	17.5	38.0	32.0	21.5	18.5
MEDIAN	32.0	19.5	16.5	15.5	13.5	11.5	11.5	15.5	-	11.5	9.5	34.0	32.0	25.5	22.5	19.5	38.0	32.0	21.5	18.5
THIRD QUARTILE	34.0	23.5	18.5	18.5	14.5	15.5	12.5	18.5	-	13.5	12.5	36.0	32.0	28.0	23.5	21.5	47.5	32.0	24.5	25.5
NO. COMPANIES	7	7	5	9	5	3	3	5	-	10	6	6	4	8	8	11	2	1	4	2
NO. EMPLOYEES	7	8	11	30	13	6	13	7	-	44	30	11	7	25	29	47	2	4	8	2

San Antonio, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	26.5	24.3	17.1	14.9	12.2	14.2	17.8	13.2	12.6	10.1	41.5	40.8	33.0	29.3	23.4	-	34.8	28.0	34.7
FIRST QUARTILE	34.0	18.5	23.5	12.5	10.5	10.5	11.5	13.5	11.5	11.5	9.5	40.0	38.0	30.0	25.5	22.5	-	32.0	24.5	32.0
MEDIAN	38.0	21.5	25.5	18.5	16.5	11.5	12.5	13.5	11.5	11.5	9.5	40.0	43.0	32.0	30.0	23.5	-	34.0	28.0	34.0
THIRD QUARTILE	40.0	34.0	26.5	20.5	18.5	14.5	16.5	21.5	14.5	13.5	10.5	47.5	43.0	36.0	34.0	25.5	-	38.0	30.0	38.0
NO. COMPANIES	10	8	4	7	9	4	6	5	4	11	7	6	5	9	10	7	-	3	5	3
NO. EMPLOYEES	13	11	10	34	39	9	21	6	6	46	16	22	39	105	110	70	-	13	12	3

Washington, DC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.3	24.4	20.0	16.4	13.4	14.2	-	20.3	14.8	-	-	35.3	29.6	28.5	22.8	22.3	41.8	34.0	28.0	48.8
FIRST QUARTILE	30.0	21.5	15.5	13.5	12.5	12.5	-	16.5	13.5	-	-	34.0	28.0	26.5	19.5	23.5	38.0	32.0	24.5	40.0
MEDIAN	40.0	22.5	18.5	15.5	12.5	12.5	-	19.5	13.5	-	-	34.0	30.0	28.0	24.5	23.5	40.0	32.0	25.5	40.0
THIRD QUARTILE	40.0	24.5	24.5	18.5	13.5	17.5	-	22.5	15.5	-	-	36.9	30.0	30.0	24.5	23.5	47.5	38.0	32.0	57.2
NO. COMPANIES	5	3	6	5	5	2	-	4	4	-	-	4	3	6	6	6	3	2	3	2
NO. EMPLOYEES	5	5	11	16	7	3	-	4	8	-	-	9	12	15	30	34	3	3	7	2

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST Sr. Programmer/Analyst	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Winston-Salem, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.1	26.9	18.5	20.0	13.8	17.2	19.0	22.7	-	16.3	10.9	45.7	33.6	32.2	23.2	24.3	34.3	33.3	22.8	-
FIRST QUARTILE	36.0	21.5	18.5	16.5	12.5	12.5	15.5	16.5	-	11.5	9.5	43.0	30.0	32.0	19.5	20.5	28.0	30.0	17.5	-
MEDIAN	36.0	24.5	18.5	19.5	13.5	14.5	15.5	23.5	-	12.5	11.5	47.5	34.0	32.0	22.5	25.5	32.0	34.0	17.5	-
THIRD QUARTILE	40.0	32.0	20.5	24.5	14.5	24.5	22.5	28.0	-	21.5	11.5	47.5	36.0	34.0	26.5	25.5	43.0	36.0	28.0	-
NO. COMPANIES	5	4	4	5	4	3	3	3	-	5	4	2	3	4	3	2	3	2	2	-
NO. EMPLOYEES	5	6	7	18	10	3	8	3	-	8	8	5	5	16	31	7	3	3	2	-

WESTERN UNITED STATES

Bakersfield, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	24.0	21.0	16.3	14.9	17.0	-	24.8	15.9	15.5	-	40.5	28.0	33.0	27.9	22.8	38.0	28.8	-	-
FIRST QUARTILE	24.5	16.5	17.5	13.5	12.5	16.5	-	21.5	14.5	13.5	-	38.0	21.5	32.0	26.5	22.5	28.0	21.5	-	-
MEDIAN	34.0	23.5	21.5	15.5	15.5	16.5	-	21.5	14.5	13.5	-	38.0	26.5	32.0	28.0	23.5	43.0	21.5	-	-
THIRD QUARTILE	43.0	32.0	22.5	18.5	16.5	17.5	-	28.0	17.5	18.5	-	43.0	28.0	34.0	28.0	24.5	43.0	36.0	-	-
NO. COMPANIES	9	3	3	6	7	2	-	2	5	4	-	2	2	4	3	4	3	2	-	-
NO. EMPLOYEES	9	3	4	10	16	2	-	2	5	21	-	2	4	6	16	18	3	2	-	-

Boise, ID

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.7	22.4	16.7	13.6	13.3	15.8	16.3	-	13.7	11.7	-	37.4	26.4	28.3	23.8	20.3	38.9	30.6	29.0	29.5
FIRST QUARTILE	28.0	19.5	14.5	11.5	10.5	15.5	15.5	-	12.5	10.5	-	32.0	23.5	26.5	21.5	19.5	34.0	26.5	26.5	23.5
MEDIAN	32.0	21.5	15.5	12.5	13.5	15.5	16.5	-	13.5	10.5	-	38.0	25.5	28.0	23.5	20.5	34.0	30.0	28.0	23.5
THIRD QUARTILE	34.0	24.5	18.5	15.5	14.5	17.5	17.5	-	15.5	13.5	-	40.0	28.0	30.0	26.5	21.5	40.0	34.0	32.0	28.0
NO. COMPANIES	11	7	6	11	10	3	4	-	7	11	-	7	6	8	9	4	3	5	5	3
NO. EMPLOYEES	13	12	24	32	15	7	5	-	16	91	-	12	50	33	27	42	4	12	6	4

Colorado Springs, CO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.3	26.7	19.5	19.1	16.5	14.0	13.4	25.3	14.4	13.8	11.4	39.2	36.3	-	26.0	19.8	50.0	33.0	-	-
FIRST QUARTILE	36.0	28.0	16.5	17.5	15.5	13.5	11.5	20.5	11.5	12.5	9.5	38.0	34.0	-	24.5	14.5	47.5	30.0	-	-
MEDIAN	38.0	30.0	21.5	19.5	16.5	13.5	14.5	20.5	13.5	13.5	12.5	38.0	36.0	-	25.5	22.5	47.5	32.0	-	-
THIRD QUARTILE	43.0	30.0	21.5	20.5	18.5	14.5	15.5	30.0	18.5	14.5	12.5	40.0	36.0	-	28.0	22.5	52.5	32.0	-	-
NO. COMPANIES	5	4	3	5	5	2	4	2	6	6	5	4	6	-	5	5	2	3	-	-
NO. EMPLOYEES	5	5	5	16	10	4	9	2	7	34	24	6	12	-	35	15	2	8	-	-

El Paso, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.3	25.0	-	15.0	13.7	16.5	-	16.3	12.4	11.3	10.1	35.2	26.8	-	22.3	21.7	-	-	25.2	30.0
FIRST QUARTILE	26.5	24.5	-	11.5	12.5	12.5	-	13.5	11.5	10.5	9.5	34.0	22.5	-	20.5	17.5	-	-	23.5	28.0
MEDIAN	28.0	24.5	-	14.5	13.5	12.5	-	14.5	11.5	10.5	9.5	36.0	24.5	-	20.5	24.5	-	-	25.5	28.0
THIRD QUARTILE	30.0	25.5	-	18.5	14.5	20.5	-	18.5	13.5	11.5	10.5	36.0	30.0	-	26.5	24.5	-	-	26.5	32.0
NO. COMPANIES	8	2	-	8	8	2	-	5	5	3	7	5	3	-	4	4	-	-	3	2
NO. EMPLOYEES	8	2	-	15	17	2	-	6	7	10	29	5	4	-	10	12	-	-	3	2

Eugene, OR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	24.6	19.5	20.7	14.7	-	17.0	18.8	14.2	-	13.0	35.0	29.6	31.5	25.9	20.5	-	-	-	-
FIRST QUARTILE	26.5	13.5	11.5	14.5	14.5	-	14.5	16.5	12.5	-	11.5	32.0	28.0	28.0	25.5	18.5	-	-	-	-
MEDIAN	30.0	20.5	23.5	17.5	15.5	-	14.5	19.5	14.5	-	11.5	32.0	28.0	30.0	23.5	19.5	-	-	-	-
THIRD QUARTILE	40.0	26.5	23.5	28.0	16.5	-	19.5	20.5	15.5	-	12.5	38.0	32.0	34.0	26.5	21.5	-	-	-	-
NO. COMPANIES	6	4	3	5	4	-	2	3	3	-	5	2	2	3	6	5	-	-	-	-
NO. EMPLOYEES	6	4	3	7	5	-	2	3	3	-	8	2	5	4	18	5	-	-	-	-

Los Angeles, CA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.0	-	-	-	-	-	20.8	-	17.5	15.5	-	-	-	31.7	29.1	-	-	-	-	-
FIRST QUARTILE	21.5	-	-	-	-	-	14.5	-	16.5	13.5	-	-	-	30.0	26.5	-	-	-	-	-
MEDIAN	26.5	-	-	-	-	-	22.5	-	16.5	13.5	-	-	-	34.0	30.0	-	-	-	-	-
THIRD QUARTILE	36.0	-	-	-	-	-	25.5	-	18.5	16.5	-	-	-	34.0	30.0	-	-	-	-	-
NO. COMPANIES	4	-	-	-	-	-	3	-	2	5	-	-	-	3	2	-	-	-	-	-
NO. EMPLOYEES	4	-	-	-	-	-	3	-	2	12	-	-	-	5	4	-	-	-	-	-

Phoenix, AZ

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.0	28.1	20.1	17.8	15.0	14.4	16.6	21.5	-	12.7	10.9	39.4	-	31.2	27.3	21.8	31.1	34.0	29.6	40.3
FIRST QUARTILE	34.0	25.5	18.5	16.5	13.5	12.5	14.5	18.5	-	11.5	9.5	36.0	-	30.0	24.5	19.5	19.5	30.0	26.5	32.0
MEDIAN	36.0	28.0	20.5	17.5	14.5	13.5	15.5	21.5	-	12.5	10.5	40.0	-	30.0	28.0	21.5	25.5	34.0	30.0	43.0
THIRD QUARTILE	43.0	30.0	22.5	19.5	16.5	15.5	17.5	23.5	-	13.5	11.5	47.5	-	32.0	30.0	23.5	43.0	38.0	32.0	47.5
NO. COMPANIES	13	14	12	13	14	8	8	14	-	16	18	11	-	11	12	11	9	10	9	8
NO. EMPLOYEES	13	29	38	79	82	19	27	16	-	176	183	24	-	140	124	64	23	47	35	9

Portland, OR

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.5	26.4	19.7	19.2	15.1	13.4	-	18.2	15.3	14.8	12.5	34.6	32.0	27.4	24.3	19.2	34.3	32.1	23.4	35.0
FIRST QUARTILE	40.0	23.5	18.5	16.5	13.5	11.5	-	16.5	14.5	12.5	11.5	28.0	30.0	24.5	21.5	16.5	24.5	30.0	20.5	28.0
MEDIAN	40.0	28.0	19.5	18.5	15.5	13.5	-	17.5	15.5	14.5	11.5	34.0	30.0	28.0	24.5	18.5	36.0	32.0	22.5	30.0
THIRD QUARTILE	40.0	28.0	21.5	22.5	16.5	15.5	-	19.5	16.5	15.5	12.5	38.0	32.0	30.0	26.5	21.5	40.0	36.0	26.5	38.0
NO. COMPANIES	19	17	10	17	11	6	-	15	10	17	13	12	8	12	19	15	6	9	6	5
NO. EMPLOYEES	54	39	18	42	33	11	-	30	32	52	107	16	28	67	61	63	7	15	9	5

Salem Area, OR

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.0	25.2	19.3	18.0	14.9	16.2	13.1	-	-	12.1	12.1	27.6	31.3	26.5	20.4	20.1	37.1	31.7	21.6	-
FIRST QUARTILE	28.0	21.5	17.5	17.5	13.5	14.5	12.5	-	-	11.5	11.5	25.5	32.0	24.5	19.5	18.5	38.0	30.0	23.5	-
MEDIAN	28.0	25.5	19.5	18.5	14.5	16.5	12.5	-	-	11.5	11.5	28.0	32.0	28.0	20.5	19.5	38.0	32.0	23.5	-
THIRD QUARTILE	30.0	25.5	19.5	19.5	16.5	17.5	13.5	-	-	13.5	12.5	30.0	32.0	28.0	21.5	21.5	38.0	34.0	23.5	-
NO. COMPANIES	8	3	7	7	8	2	4	-	-	5	4	3	1	1	3	3	2	2	2	-
NO. EMPLOYEES	19	23	52	45	51	16	8	-	-	234	235	8	34	110	99	101	30	18	5	-

Salt Lake City, UT

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.8	23.0	18.1	16.5	14.7	12.9	13.6	16.0	-	12.9	11.0	40.3	33.9	29.0	27.2	21.5	44.5	35.1	28.5	32.3
FIRST QUARTILE	26.5	21.5	17.5	12.5	13.5	11.5	11.5	15.5	-	11.5	9.5	36.0	32.0	26.5	24.5	19.5	36.0	32.0	28.0	25.5
MEDIAN	30.0	22.5	17.5	18.5	14.5	12.5	12.5	15.5	-	12.5	9.5	40.0	34.0	30.0	28.0	22.5	43.0	36.0	28.0	30.0
THIRD QUARTILE	34.0	24.5	18.5	19.5	16.5	13.5	15.5	16.5	-	14.5	12.5	43.0	36.0	32.0	30.0	23.5	52.5	36.0	30.0	36.0
NO. COMPANIES	7	5	3	6	3	4	5	4	-	6	5	6	4	5	5	5	4	5	4	3
NO. EMPLOYEES	19	50	60	29	53	31	52	13	-	146	38	19	73	129	137	103	19	99	143	11

San Francisco, CA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.8	27.0	24.0	22.0	17.1	19.8	18.8	26.0	21.1	17.3	17.6	50.1	38.6	36.0	27.8	27.7	-	42.3	-	-
FIRST QUARTILE	43.0	22.5	22.5	19.5	15.5	18.5	14.5	19.5	19.5	14.5	15.5	47.5	32.0	32.0	26.5	22.5	-	38.0	-	-
MEDIAN	47.5	28.0	23.5	22.5	16.5	18.5	15.5	26.5	19.5	16.5	17.5	47.5	36.0	34.0	28.0	28.0	-	43.0	-	-
THIRD QUARTILE	52.5	30.0	25.5	24.5	19.5	22.5	22.5	32.0	21.5	18.5	19.5	52.5	47.5	40.0	30.0	28.0	-	47.5	-	-
NO. COMPANIES	7	7	6	4	5	2	3	3	5	9	5	4	3	6	4	6	-	2	-	-
NO. EMPLOYEES	7	9	10	8	11	3	6	3	8	17	41	6	9	26	14	16	-	7	-	-

San Jose, CA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.2	24.9	21.3	18.6	16.7	18.0	-	23.9	19.7	16.5	14.5	47.6	39.2	36.9	27.4	25.8	46.7	40.2	28.8	28.9
FIRST QUARTILE	30.0	22.5	18.5	15.5	14.5	14.5	-	19.5	17.5	15.5	12.5	40.0	36.0	34.0	25.5	22.5	40.0	32.0	19.5	23.5
MEDIAN	36.0	24.5	21.5	18.5	17.5	18.5	-	25.5	20.5	16.5	14.5	47.5	40.0	36.0	28.0	25.5	47.5	36.0	25.5	28.0
THIRD QUARTILE	47.5	25.5	23.5	20.5	18.5	19.5	-	25.5	21.5	17.5	15.5	52.5	43.0	40.0	30.0	26.5	47.5	52.5	34.0	36.0
NO. COMPANIES	9	8	9	7	9	2	-	5	7	7	7	7	6	8	8	8	5	2	2	7
NO. EMPLOYEES	15	17	18	20	48	4	-	6	13	53	47	18	20	73	89	25	8	3	4	7

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER COMPUTER OPERATIONS	SUPERVISOR COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR LEVEL A	COMPUTER OPERATOR LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Seattle, WA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.2	27.8	20.9	18.5	15.0	16.8	13.3	19.0	15.9	14.4	12.9	37.8	34.7	28.6	25.4	19.7	38.0	33.0	28.7	37.4
FIRST QUARTILE	32.0	24.5	18.5	16.5	14.5	12.5	11.5	13.5	14.5	12.5	11.5	38.0	30.0	26.5	23.5	18.5	36.0	30.0	26.5	32.0
MEDIAN	36.0	26.5	19.5	18.5	14.5	15.5	13.5	18.5	16.5	14.5	13.5	38.0	34.0	28.0	25.5	19.5	36.0	32.0	28.0	36.0
THIRD QUARTILE	43.0	30.0	22.5	19.5	15.5	19.5	14.5	20.5	16.5	16.5	14.5	40.0	38.0	30.0	26.5	20.5	40.0	36.0	30.0	43.0
NO. COMPANIES	11	9	10	18	14	4	6	3	8	12	7	7	8	13	17	9	2	5	4	6
NO. EMPLOYEES	11	12	12	29	25	4	16	4	15	27	27	14	15	61	76	27	2	6	9	6

Spokane, WA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.3	21.4	18.5	-	13.5	12.7	-	16.3	12.9	11.3	10.8	30.9	28.6	27.3	23.0	16.9	-	33.0	-	-
FIRST QUARTILE	26.5	17.5	17.5	-	12.5	11.5	-	11.5	12.5	9.5	9.5	30.0	23.5	28.0	20.5	16.5	-	28.0	-	-
MEDIAN	30.0	24.5	17.5	-	13.5	11.5	-	16.5	12.5	10.5	9.5	30.0	28.0	28.0	24.5	16.5	-	36.0	-	-
THIRD QUARTILE	34.0	24.5	20.5	-	14.5	14.5	-	18.5	14.5	12.5	12.5	32.0	32.0	28.0	25.5	18.5	-	36.0	-	-
NO. COMPANIES	7	5	3	-	5	3	-	3	6	7	5	6	3	4	9	7	-	5	-	-
NO. EMPLOYEES	7	9	3	-	9	5	-	4	10	28	13	7	7	9	39	18	-	20	-	-

Stockton, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.6	20.3	15.3	16.4	14.5	13.5	15.0	21.8	16.8	12.9	12.3	33.0	38.0	-	26.8	23.3	-	-	-	-
FIRST QUARTILE	19.5	18.5	12.5	15.5	13.5	12.5	12.5	20.5	16.5	10.5	10.5	16.5	36.0	-	21.5	20.5	-	-	-	-
MEDIAN	25.5	19.5	14.5	16.5	14.5	12.5	12.5	22.5	16.5	13.5	12.5	30.0	38.0	-	26.5	23.5	-	-	-	-
THIRD QUARTILE	38.0	21.5	18.5	17.5	15.5	15.5	17.5	22.5	17.5	14.5	13.5	38.0	40.0	-	32.0	25.5	-	-	-	-
NO. COMPANIES	10	7	4	7	9	2	2	5	3	7	8	4	1	-	7	5	-	-	-	-
NO. EMPLOYEES	11	9	5	22	28	3	2	5	6	14	33	4	7	-	16	17	-	-	-	-

Tacoma, WA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.4	31.0	17.8	16.8	13.2	-	-	-	-	-	10.5	-	-	-	23.5	14.0	-	-	-	-
FIRST QUARTILE	28.0	30.0	14.5	12.5	12.5	-	-	-	-	-	9.5	-	-	-	19.5	11.5	-	-	-	-
MEDIAN	30.0	30.0	15.5	14.5	13.5	-	-	-	-	-	9.5	-	-	-	26.5	14.5	-	-	-	-
THIRD QUARTILE	36.0	32.0	23.5	23.5	13.5	-	-	-	-	-	12.5	-	-	-	26.5	14.5	-	-	-	-
NO. COMPANIES	5	2	3	3	3	-	-	-	-	-	1	-	-	-	4	3	-	-	-	-
NO. EMPLOYEES	6	2	3	3	3	-	-	-	-	-	3	-	-	-	5	4	-	-	-	-

Salary Conversion Chart

	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	WEEKLY
1.	UNDER-10,000	UNDER-833	UNDER-417	UNDER-385	UNDER-192
2.	10,001 - 11,000	833 - 917	417 - 458	385 - 423	192 - 212
3.	11,001 - 12,000	917 - 1,000	458 - 500	423 - 462	212 - 231
4.	12,001 - 13,000	1,000 - 1,083	500 - 542	462 - 500	231 - 250
5.	13,001 - 14,000	1,083 - 1,167	542 - 583	500 - 538	250 - 269
6.	14,001 - 15,000	1,167 - 1,250	583 - 625	538 - 577	269 - 288
7.	15,001 - 16,000	1,250 - 1,333	625 - 667	576 - 615	288 - 308
8.	16,001 - 17,000	1,333 - 1,417	667 - 708	615 - 654	308 - 327
9.	17,001 - 18,000	1,417 - 1,500	708 - 750	654 - 692	327 - 346
10.	18,001 - 19,000	1,500 - 1,583	750 - 792	692 - 731	346 - 365
11.	19,001 - 20,000	1,583 - 1,667	792 - 833	731 - 769	365 - 385
12.	20,001 - 21,000	1,667 - 1,750	833 - 875	769 - 808	385 - 404
13.	21,001 - 22,000	1,750 - 1,833	875 - 916	808 - 846	404 - 423
14.	22,001 - 23,000	1,833 - 1,917	916 - 958	846 - 885	423 - 442
15.	23,001 - 24,000	1,917 - 2,000	958 - 1,000	885 - 923	442 - 462
16.	24,001 - 25,000	2,000 - 2,083	1,000 - 1,042	923 - 962	462 - 481
17.	25,001 - 26,000	2,083 - 2,167	1,042 - 1,083	962 - 1,000	481 - 500
18.	26,001 - 27,000	2,167 - 2,250	1,083 - 1,125	1,000 - 1,038	500 - 519
19.	27,001 - 29,000	2,250 - 2,417	1,125 - 1,208	1,038 - 1,115	519 - 558
20.	29,001 - 31,000	2,417 - 2,583	1,208 - 1,292	1,115 - 1,192	558 - 596
21.	31,001 - 33,000	2,583 - 2,750	1,292 - 1,375	1,192 - 1,269	596 - 635
22.	33,001 - 35,000	2,750 - 2,916	1,375 - 1,458	1,269 - 1,346	635 - 673
23.	35,001 - 37,000	2,916 - 3,083	1,458 - 1,542	1,346 - 1,423	673 - 712
24.	37,001 - 39,000	3,083 - 3,250	1,542 - 1,625	1,423 - 1,500	712 - 750
25.	39,001 - 41,000	3,250 - 3,417	1,625 - 1,708	1,500 - 1,577	750 - 788
26.	41,001 - 45,000	3,417 - 3,750	1,708 - 1,875	1,577 - 1,731	788 - 865
27.	45,001 - 50,000	3,750 - 4,167	1,875 - 2,083	1,731 - 1,923	865 - 961
28.	50,001 - 55,000	4,167 - 4,583	2,083 - 2,292	1,923 - 2,115	961 - 1,058
29.	55,001 - 60,000	4,583 - 5,000	2,292 - 2,500	2,115 - 2,308	1,058 - 1,154
30.	OVER 60,000	OVER 5,000	OVER 2,500	OVER 2,308	OVER 1,154

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